

Labor Agreement

Between



**Michigan Public Employees, SEIU Local 517-M
Scientific and Engineering bargaining unit**

AND



The State of Michigan

Effective:

**January 15, 2014
through
December 31, 2015**

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Article 1

PREAMBLE

- A. This Agreement, entered into this January 15, 2014 by and between the Office of the State Employer on behalf of the State of Michigan and its principal Departments and Agencies covered by this Agreement (hereinafter referred to as "Management," or "Employer") and the Michigan Public Employees, SEIU Local 517M, Scientific And Engineering Unit (hereinafter referred to as "SEIU" or "Union"), shall be effective January 15, 2014 when it was approved by the Civil Service Commission.
- B. All non-economic provisions contained in this Agreement will be effective according to their terms upon approval by the Civil Service Commission. Economic provisions of this Agreement shall become effective on the date specified in the particular Article. No provisions of this Agreement shall apply retroactively unless so specified in the particular Article.
- C. As used throughout this agreement, the term "day" shall mean the days of the week, Monday through Friday, exclusive of paid holidays.

Article 2

PURPOSE AND INTENT

- A. It is the purpose of this Agreement to express the negotiated agreements of the parties with respect to the wages, hours and terms and conditions of employment of the unit employees covered by this Agreement; to recognize the continuing responsibility of the State to provide efficient and uninterrupted services and satisfactory employee conduct to the public, and to provide an orderly, prompt, peaceful, and equitable procedure for the resolution of differences between employees and the Employer.
- B. The parties recognize that they are subject to the rules, regulations, and compensation plan of the Michigan Civil Service Commission. The parties therefore adopt and incorporate herein such rules (excluding rules governing prohibited subjects of bargaining), regulations and compensation plan in effect on the date that this Agreement is approved by the Civil Service Commission, provided that the subject matter of such rules, regulations, and compensation plan is not covered in this Agreement. Upon approval by the Civil Service Commission, the provisions of this Agreement shall automatically modify or supersede: (1) conflicting rules, regulations and interpretive letters of the Civil Service Commission and the state personnel director pertaining to wages, hours, and terms and conditions of employment (but excluding Civil Service rules and regulations governing prohibited subjects of bargaining) and (2) conflicting rules, regulations, practices, policies and agreements of or within Departments/Agencies pertaining to terms and conditions of employment.

- 1 C. If, during its terms, the parties hereto should mutually agree to modify, amend
2 or alter the provisions of this Agreement, in any respect, any such changes
3 shall be effective only if reduced to writing and executed by the authorized
4 representatives of the Office of the State Employer and the Union, and
5 approval by the Civil Service Commission.
- 6 D. No individual unit employee or group of unit employees, acting without the
7 specific authorization of the Union, may alter, amend or modify any provisions
8 hereof. No individual Department or Agency of State Government, or group of
9 such Departments or Agencies, acting without the specific authorization of the
10 State Employer, may alter, amend, or otherwise modify any provision of this
11 Agreement.
- 12 E. The Employer agrees that, in accordance with the Civil Service Rules and
13 Regulations, terms and conditions of employment which are mandatory topics
14 of bargaining which are in effect on the effective date of this Agreement will
15 continue in effect throughout the life of this Agreement under the conditions
16 upon which they were previously granted, unless otherwise provided for or
17 abridged by this Agreement, or unless altered by mutual agreement between
18 the Office of the State Employer and the Union through negotiations, and
19 approved by the Civil Service Commission.
- 20 F. This Agreement, including its supplements and exhibits attached hereto (if
21 any) concludes all negotiations between the parties during the term hereof,
22 and satisfies the obligation of the Employer to bargain during the term of this
23 Agreement. The Union and the Employer acknowledge and agree that the
24 bargaining process, under which this Agreement has been negotiated, is the
25 exclusive process for affecting terms and conditions of employment at both
26 primary and secondary levels, and such terms and conditions shall not be
27 addressed under the conference procedure of the Civil Service Rules and
28 Regulations. The parties acknowledge that, during the negotiations which
29 preceded this Agreement, each had the unlimited right and opportunity to
30 make demands and proposals with respect to any negotiable subject or
31 matter, and that the understandings and agreements arrived at by the parties
32 after the exercise of that right and opportunity are set forth in this Agreement.
33 This Agreement, including its supplements and exhibits attached hereto,
34 concludes all collective bargaining between the parties hereto, and
35 supersedes all prior Agreements, and practices, oral and written, expressed
36 or implied, and expresses all obligations and restrictions imposed upon each
37 of the respective parties during its term, provided that Article 2, Section E,
38 shall not be impaired. All negotiable terms and conditions of employment not
39 covered by this Agreement shall not be impaired. Nothing shall preclude the
40 parties from meeting during the life of this Agreement and negotiating any
41 mandatory topic of bargaining or other mutually agreeable subject.
- 42 G. If any provision of this Agreement or application thereof is found to be
43 unlawful by a court of competent jurisdiction or by the Michigan Civil Service
44 Commission, then that provision shall be null and void, but all other provisions

1 shall remain in full force and effect. The parties agree in these cases to meet
2 and negotiate those provisions which have been declared null and void.

3 **Article 3**

4 **RECOGNITION**

5 The State recognizes the Union as the exclusive representative of the Scientific
6 and Engineering Bargaining Unit. This agreement covers all employees in the
7 Unit currently consisting of the classifications contained in Appendix A. All
8 supervisory, confidential, or managerial employees, and employees assigned to
9 other Bargaining Units, are specifically excluded from the Scientific and
10 Engineering Unit.

11 A. The Union agrees to fully and fairly represent all unit employees included in
12 the Bargaining Unit without regard to membership or non-membership in, or
13 the participation or nonparticipation in the activities of, the Union.

14 B. Nothing in this Agreement shall preclude the Union from representing new
15 classifications which may be established and included in the Scientific and
16 Engineering Bargaining Unit by the state personnel director. Nothing
17 contained herein shall operate to preclude a challenge to the continued
18 inclusion of existing classifications when a change in job assignments occurs.

19 C. Nothing in this Agreement shall preclude the parties from agreeing to add to
20 or otherwise amend Appendix A.

21 **Article 4**

22 **DUES DEDUCTION AND VOLUNTARY REPRESENTATION FEE**

23 A. For the duration of this Agreement, the provisions of this Article shall be
24 deemed valid to the extent permitted by the Michigan Civil Service Rules and
25 Regulations.

26 B. Dues Deduction. Upon receipt of a unit employee's completed and signed
27 Authorization for Payroll Deductions of Membership Dues form as provided by
28 the Union and subject to the provisions of paragraph C (1) below, the
29 Employer will deduct those dues required as a condition of maintaining
30 membership in the Union in good standing.

31 C. The authorization shall be effective only as to membership dues becoming
32 due after the delivery date of such authorization to the Employer. New
33 authorization cards must be submitted by the 9th day of any pay period for
34 deduction to be made the following pay period.

- 35 1. Deduction will be made only when the unit employee is due sufficient
36 biweekly earnings to cover the dues amount after deductions for Federal
37 Social Security (FICA); individually authorized deferred compensation;
38 Federal Income Tax; State Income Tax; local and/or city income tax; other

legally required deductions; individually authorized participation in State programs; and enrolled unit employee's share of insurance premiums.

2. Membership dues shall be uniform in amount, and shall be as certified in writing by the authorized representative of the Union to the Employer. Such authorizations of employees transferred from one (1) Agency or Department to another and within these Bargaining Units shall automatically remain in effect. Employees promoted or transferred out of a Bargaining Unit covered by this Agreement shall not automatically remain on payroll deduction, except as provided by the Civil Service Rules and Regulations. Employees recalled from layoff of less than 180 days or returning from a leave of absence shall resume payroll deduction of dues or voluntary representation fees, commencing the first pay period of work.

D. No unit employee shall be required as a condition of continued employment with the State to join the Union.

E. Voluntary Representation Fee Deduction. Any unit employee may choose to pay a Voluntary Representation Fee to the Union.

1. Such Voluntary Representation Fee shall be fulfilled by the unit employee signing, dating, and submitting to the Employer an Authorization for Voluntary Representation Fee Payroll Deduction form as supplied by the Union.

2. This section shall not take effect until the Union notifies the Employer of the amount of the Voluntary Representation Fee to be deducted. Such notification may be made on or after the effective date of this Agreement.

F. Revocation. Nothing in this Article shall prohibit a unit employee from terminating any dues deduction authorization at any time by furnishing written notice of such revocation to the Employer. The Employer shall forward such notice of revocation to the Union within fourteen (14) calendar days of receipt.

G. Remittance and Accounting. Dues and Voluntary Representation Fees deducted for any biweekly pay period shall be remitted to the designated Financial Officer of the Local Union with an alphabetical list of names, by Department and Agency, of all active employees from whom deductions have been made and the amount deducted, no later than ten (10) calendar days after the close of the pay period of deduction. The Employer shall provide to the Financial Officer of the Local Union an alphabetical listing, by Department and Agency, identifying those active employees who have valid dues or Voluntary Representation Fee deduction authorizations on file with the Employer for whom no deduction of dues or Voluntary Representation Fees were made. Upon Union request, the Employer shall recoup lost dues or Voluntary Representation Fees where such amounts were not deducted in accordance with this Article.

- 1 Upon written request, the Employer shall provide the Union a list of those unit
2 employees who have active dues or Voluntary Representation Fee deduction
3 authorizations on file.
- 4 H. The Employer agrees to furnish a biweekly transaction report to the Union in
5 electronic form, listing employees in this Unit who are hired, rehired,
6 reinstated, transferred into or out of the Bargaining Unit, transferred between
7 agencies and/or departments, promoted, reclassified, downgraded, placed on
8 leaves of absence of any type including disability, placed on layoff, recalled
9 from layoff, separated (including retirement), added to or deleted from the
10 Bargaining Unit, or who have made any changes in Union deductions. This
11 report shall include the employee's name, identification number, employee
12 status code (appointment type), job code description (class/level), personnel
13 action and reason, effective start and end dates, and process level
14 (department/agency).
- 15 I. The Employer will provide a biweekly demographic report to the Union in
16 electronic form, containing the following information for each employee in the
17 Bargaining Unit: the employee's name, identification number, street address,
18 city, state, zip code, job code, sex, race, birth date, hire date, process level
19 (department/agency), TKU, union deduction code, deduction amount,
20 employee status code (appointment type), position code (position type), leave
21 of absence/layoff effective date, continuous service hours, county code,
22 worksite code, unit code and hourly rate.
- 23 The parties agree that this provision is subject to any prohibition imposed
24 upon the Employer by courts of competent jurisdiction.
- 25 J. Requests for information not provided in sections H and I above shall be
26 made by the Union to the Office of the State Employer. The Union will pay the
27 full cost of all reports provided by the State pursuant to this Agreement.
- 28 K. Except as required by the Civil Service Rules and Regulations, the Employer
29 agrees and shall cause its designated agents not to illegally aid, promote, or
30 finance any other labor or employee organization which purports to represent
31 members of this Bargaining Unit, or make any agreements which undermine
32 the Union with any such group or organization. Nothing contained herein shall
33 be construed to prevent any representative of the Employer from meeting with
34 any professional or citizen organization for the purpose of hearing its views,
35 except that as to matters presented by such organizations which are
36 mandatory subjects of negotiations, any changes or modifications shall be
37 made only after negotiations with the Union.
- 38 L. Student Assistants who possess a Bachelors Degree and are performing
39 Bargaining Unit work will be assigned to the Scientific and Engineering
40 Bargaining Unit. They will be covered by all Articles of this Agreement except
41 Articles 11, 12, 13, 15A, 18, 20, 21, 22, 23, 24, 25 and 28.

Article 5

SECONDARY BARGAINING AND WORK RULES

A. Secondary Bargaining.

1. There will be no Secondary Negotiations, as defined by the Civil Service Rules and Regulations, on any issue unless specifically so delegated by the express written terms of this Agreement.
2. In the event any Secondary Negotiations are authorized by the parties any resulting agreements will take effect only upon ratifications by the Union, and approval by the State Employer and the Civil Service Commission.
3. Administrative leave for Secondary Negotiations shall be discussed at the departmental level. Under no circumstances shall a department which is not a party to the Secondary Negotiations be required to grant administrative leave to a unit employee representing the Union in Secondary Negotiations.
4. Secondary Negotiations Timetable. The parties shall meet to negotiate secondary agreements after Civil Service Commission approval of this Agreement. These negotiations shall continue, with regular meetings as mutually agreed, for no longer than ninety (90) calendar days after Civil Service approval of this agreement and may include mediation as agreed to by the parties or required by the Civil Service Rules and Regulations. Should the parties fail to agree on items properly referred to Secondary Negotiations, the outstanding items may be submitted to Impasse in accordance with Civil Service Rules and Regulations.
5. Continuation of Current Agreements. Secondary Agreements in effect on the effective date of this Agreement shall remain in effect if approved by the Civil Service Commission.
6. Department of Transportation.
The parties agree that the issue of MDOT lunch periods and schedule II employees shall be a proper subject for secondary negotiations.

B. Secondary Agreements.

1. Department of Community Health – Shift Assignments. [See Appendix D]
2. Department of State Police.
 - a. Controlled Substance Testing. The legislature provided in Section 21 of Act No. 216 of the Public Acts of 1986 that:
“The Department of State Police shall develop a plan for a controlled substance testing program for all present and future department employees. The plan shall include guidelines which the department would follow if the department implemented such a program.”

Accordingly, the Union and the Department of State Police agreed to bargain in Secondary Negotiations over the identity of safety sensitive positions that would be subject to the Department's controlled substance testing program. In recognition of that Agreement, the normal work day for the unit employees in the State Police Forensic laboratories includes a one half (1/2) hour paid lunch upon Civil Service Commission ratification of the Secondary Agreement. The Secondary agreement reached by the Parties has subsequently been replaced by Article 35, Drug and Alcohol Testing.

3. Health and Safety Agreements.

- a. Department of Agriculture and Rural Development [See Appendix C]
- b. Department of Natural Resources [See Appendix C]
- c. Department of Community Health/Community Public Health Agency [See Appendix C]
- d. Department of State Police [See Appendix C]
- e. Department of Environmental Quality [See Appendix C]

C. Work Rules.

Management reserves the right to establish and enforce work rules it deems necessary based on reasonable business necessity.

- 1. Any work rule which is inconsistent with the specific written terms of this Agreement shall be null and void.
- 2. The Appointing Authority will provide copies of written work rules to the Union as soon as practicable.
 - a. The Union shall be provided a copy of the proposed work rule ten (10) days prior to its intended implementation date.
 - b. The Union shall be entitled to offer any comments or suggested modification it desires to the rule prior to its implementation.
 - c. Provisions of paragraphs 1 and 2 of this Section shall not be applicable during periods of emergency, provided, however, that the Union shall be advised by the Employer of the reason for the emergency.
- 3. Nothing in this Agreement shall operate to preclude any operating unit of the Employer from establishing work rules, provided the provisions of this Article have been observed.
- 4. Unit employees are required to comply with all work rules.

- 1 5. Management reserves the right to amend or alter any work rule, and
2 agrees that prior to implementation of any such amendments, it will
3 implement the provisions of paragraph C.2. above.

4 D. Violence in the Workplace.

- 5 1. The parties agree that violence in the work place is an issue of mutual
6 concern. Therefore the parties agree that the Employer may, after notice
7 to the employee and the Union, require the employee to undergo a
8 psychiatric or psychological evaluation when there is a reasonable basis,
9 based on objective and verifiable evidence, that the employee poses a
10 threat to others in the work place or to citizens with whom the employee
11 works.
- 12 2. In the event that any witness(s) statement is utilized to establish such
13 objective and verifiable evidence, the identity of the witness(s) shall be
14 kept confidential throughout any ensuing investigation. If the investigation
15 culminates in a disciplinary action, the identity of the witness(s) shall be
16 revealed.
- 17 3. The psychiatrist or psychologist administering the evaluation will be
18 chosen by the Appointing Authority. The evaluation shall address the
19 issues of whether the employee poses a threat to others in the work place
20 and/or steps the Employer should take to minimize or eliminate such
21 threats. All costs of the psychiatric or psychological evaluation shall be
22 paid by the Employer. Only the findings or recommendations regarding
23 whether the employee poses a threat to others in the work place or steps
24 the Employer should take to minimize or eliminate such threats, shall be
25 provided to the Employer and the employee. The Union shall be informed
26 if the employee executes a written consent for release of medical
27 information to the Union.
- 28 4. In the event that discipline is imposed, reference to such evaluation may
29 be made in the record of disciplinary action placed in the employee's
30 personnel file. In no event shall the findings be placed in the employee's
31 personnel file. The Employer shall not release or make public the findings
32 unless the employee files a grievance protesting the disciplinary action. In
33 that event, the findings or recommendations may be introduced by the
34 Employer in support of the disciplinary action. Findings and
35 recommendations shall be retained in accordance with Article 7,
36 Section M.

37 **Article 6**

38 **LABOR-MANAGEMENT CONFERENCES**

- 39 A. The parties agree that meetings may be desirable for the purpose of
40 discussing problems which may arise out of the operation of this Agreement
41 and other issues of concern to either party.

- 1 B. These meetings will not be used to circumvent the grievance procedure.
- 2 C. Either party may request that a conference be scheduled. Such meetings
3 shall be conducted at mutually agreed times and places.
- 4 D. Administrative leave for unit employees to attend such conferences will be
5 provided only for that number of unit employees mutually agreed upon
6 between the Employer and the Union.
- 7 E. Subject to the provisions of Article 2, Section C, any understandings or
8 agreements arising out of any conference provided under this Article shall be
9 reduced to writing.
- 10 F. In the event the Union identifies concerns over any specific incident(s) of
11 conduct in the workplace by management, supervisory staff, and/or
12 bargaining unit employees, which are not otherwise addressed through
13 agency work rules, Civil Service Rules and Regulations, or this Agreement,
14 the Union may request a meeting with the Office of the State Employer to
15 review and attempt to resolve the concerns.

Article 7

DISCIPLINARY PROCEDURE AND PERSONNEL FILES

- 18 A. The Employer reserves the right to reprimand in writing, suspend, discharge
19 or take other appropriate disciplinary/corrective action against a unit
20 employee for just cause.
- 21 B. Allegations or other assertions of unacceptable unit employee conduct, by
22 supervisors or members of the public or other unit employees, are not
23 charges, but constitute a basis for investigation by the Employer.
- 24 C. The Employer is solely responsible for conducting investigations into wrong-
25 doing of unit employees, and that such investigation is management's sole
26 prerogative. The parties agree that disciplinary action must be supported by
27 timely and accurate investigation. For purposes of this Article, investigation to
28 determine whether disciplinary action should be taken is timely when
29 commenced within twenty (20) days following the date on which the Employer
30 had reasonable basis to believe that such investigation should be undertaken.
31 Scheduling the investigative interview(s) with a unit employee may take place
32 any time during an investigation.
- 33 D. A unit employee is required to give prompt and accurate answers, to the
34 extent possible, to any and all questions related to the issue under
35 investigation put to him/her by the Employer.
- 36 E. A unit employee shall have the right to a Union representative only as
37 provided in subsections 1 and 2 below. There shall be no other exceptions to
38 this rule. It shall not be the policy of the Employer to take disciplinary action in
39 the course of an investigation unless, in the Employer's judgment, an
40 emergency suspension or removal from the premises is warranted.

1. At any disciplinary conference as provided in this Article, the unit employee shall be entitled to a designated Union representative.

2. In any investigatory interview with a unit employee who is the subject of an investigation, the unit employee shall have the right to a designated Union representative.

F. The parties recognize that supervisors periodically review work performance with unit employees. Such discussions are not investigations and are the prerogative and responsibility of the Employer. A unit employee shall not have the right to a designated Union representative during such performance review.

G. Whenever a unit employee is to be disciplined in accordance with the provisions of this Article, a disciplinary conference shall be scheduled, and the unit employee shall be notified in writing of the claimed violation and the possibility that a disciplinary penalty may be imposed.

H. At any disciplinary conference at which the unit employee is entitled to Union representation, the representative must be notified and requested by the unit employee. The representative shall be a Union staff employee or designee. Scheduling of a disciplinary conference shall not be unnecessarily delayed due to the right of representation.

1. The unit employee shall be informed of the nature of the charges against him/her and the reasons that disciplinary action is intended or contemplated. Except in accordance with Sections H.3 and I of this Article, a unit employee shall be promptly scheduled for a disciplinary conference. The unit employee shall have the right to make a written response to the results of the disciplinary conference which shall become a part of the unit employee's personnel file.

2. The unit employee shall be given and shall sign for a copy of the written notice of charges and disciplinary action. The notice shall advise the unit employee of the right of appeal. The unit employee's signature indicates only that the unit employee has received a copy and is aware of the contents of the notice, but shall not indicate the unit employee's agreement with the contents. Notice shall be served personally on the unit employee, or sent to the unit employee by certified mail, return receipt requested. If the unit employee has received and signed for a written letter of reprimand, no notice is required.

3. In the case of a unit employee dismissed for unauthorized absence, or who is physically unavailable (except for an approved leave of absence), a disciplinary conference need not be held; however, notice of disciplinary action shall be given as provided in paragraph H.2 above.

I. Nothing in this Article shall prohibit the Employer from imposing an emergency disciplinary suspension and/or removal of a unit employee from

1 the premises for investigation or in cases where, in the judgment of the
2 Employer, such action is warranted. As soon as practicable thereafter,
3 investigation and the disciplinary conference procedures described herein
4 shall be undertaken and completed. The Employer may suspend an
5 employee for investigation. The suspension shall be superseded by
6 disciplinary suspension, dismissal, or reinstatement within fourteen (14)
7 calendar days. If the investigation is not completed at the end of fourteen (14)
8 days, the suspension shall be extended with pay until the investigation and
9 disciplinary conference procedures are completed. Should a subsequent
10 disciplinary suspension result, the days of suspension for investigation may
11 be included as part of the penalty.

12 J. A unit employee may be immediately suspended for any conduct whether on
13 or off the job which results in one or more of the following: a) An indictment by
14 a grand jury, or b) Prosecution on any charge punishable by one year or more
15 imprisonment, or c) Prosecution on any charge, regardless of the punishment,
16 that relates to theft, dishonesty or the performance of the unit employee's
17 official duties.

18 1. A unit employee shall not be suspended upon issuance of a bench
19 warrant for failure to obey an order of a court.

20 2. A unit employee who has been tried and convicted on the original or a
21 reduced charge and whose conviction is not reversed, may be disciplined
22 or dismissed from the classified service without the necessity of further
23 charges being brought.

24 3. The record from any trial or hearing may be introduced by the Employer in
25 any grievance proceeding, including arbitration.

26 4. A unit employee whose indictment is quashed or dismissed, or who is
27 acquitted following trial, shall be reinstated in good standing, and made
28 whole if previously suspended in connection therewith, unless disciplinary
29 charges, if not previously brought, are filed within three (3) days of receipt
30 of official notice by the Appointing Authority of the results of the case, and
31 appropriate action in accordance with this Agreement is taken against
32 such unit employee.

33 5. Nothing provided herein shall prevent the Employer from disciplining a unit
34 employee for just cause at any time irrespective of criminal or civil actions
35 taken against a unit employee or irrespective of their outcome.

36 6. Nothing herein shall prevent an employee from grieving the
37 reasonableness of a suspension under this subsection, where the
38 employee contends that the charge does not arise out of the job or is not
39 related to the job.

- 1 K. Dismissal shall be effective on the date of the notice. A unit employee who is
2 dismissed shall not accrue any further leave or benefits subsequent to the
3 date of the notice.
- 4 L. Where a decision is made to permit a unit employee to resign in lieu of
5 dismissal, the parties agree that the resignation and all matters related
6 thereto shall not be subject to the grievance procedure.
- 7 M. There shall be only one official personnel file maintained on each unit
8 employee. Under no circumstances will a unit employee's medical file be
9 contained in the official personnel file; however, records of personnel actions
10 based upon medical information may be kept in the personnel file.
- 11 N. A unit employee shall be entitled to attach a written response to any written
12 record of discipline or any written counseling record which is to be placed in
13 the permanent personnel file, provided such attachment is provided to the
14 Appointing Authority within ten (10) days of the date of the written
15 disciplinary/counseling record.
- 16 O. Upon a unit employee's written request, records of disciplinary actions issued
17 subsequent to the execution of this Agreement shall be removed from the
18 official personnel file twenty-four (24) months following the date on which the
19 action was taken, provided that no new disciplinary action has occurred
20 during such twenty-four (24) month period. Upon a unit employee's written
21 request, written reprimands and formal counseling memoranda/records shall
22 similarly be removed twelve (12) months following the date of issuance
23 provided no new written reprimands and/or counseling memoranda/records
24 have been issued during such twelve (12) month period.
- 25 Records removed under this Section shall be sealed and shall only be
26 opened in the event that such records are needed to provide a defense for
27 the Employer's actions in Civil Rights litigation. Upon written request, a unit
28 employee, on non-work time, or his/her designated Union representative,
29 shall be permitted to be present when such record is sealed, provided such
30 request is included in the employee's original written request for the removal
31 of documents under this Section. The unit employee, or designated Union
32 representative, shall have ten (10) working days from the date of the written
33 request to be present for the sealing of the record. In such event the unit
34 employee or designated Union representative does not appear within ten (10)
35 working days, then the Employer shall seal the record, noting the unit
36 employee, or designated Union representative, did not appear for the sealing
37 of the record. The employee shall be notified within five (5) days after a
38 sealed record is opened. These sealed records shall not be used for the
39 purpose of initiating discipline against an employee.
- 40 For purposes of computing time for expunging records under this Section
41 only, time spent on an unpaid leave of absence shall not be counted.

- P. Paragraph O above shall not apply to records pertaining to disciplinary action arising out of unit employee violations of prohibited practices as defined in the Civil Service Rules and Regulations.

Article 8

EMPLOYEE COUNSELING

- A. Informal Counseling. Informal counseling may be undertaken when, in the discretion of the Employer, it is deemed necessary to improve performance, instruct the unit employee and/or attempt to avoid the need for disciplinary measures. Informal counseling will not be recorded in the unit employee's personnel file. Informal counseling shall not be subject to the grievance procedure.
- B. Formal Counseling. When, in the judgment of the Employer, formal counseling is necessary, it may be conducted by the immediate supervisor. When practicable under the circumstances, the employee will receive advance notice that formal counseling will be issued. Formal counseling may include a review of applicable standards and policies, actions which are expected to be taken by the unit employee to improve performance and/or conduct, and a reasonable time period established for correction and review.
1. A narrative description of formal counseling will be prepared, on a record of counseling form, a copy of which shall be given to the unit employee, and a copy kept in the unit employee's personnel file.
 2. The unit employee shall be required to sign for receipt of the record of counseling, but signature indicates only awareness of the existence of the record, not specific agreement with the contents.
 3. The unit employee shall have no right to be represented during formal counseling.
 4. Formal counseling is not grievable beyond Step Two of the grievance procedure.
- C. There shall be no requirement that the use of either informal or formal counseling shall be a condition precedent to the Employer's use of disciplinary action.

Article 9

GRIEVANCE PROCEDURE

- A. A grievance is a written complaint alleging a violation of a specific term or provision of this Agreement.
- B. Nothing in this Agreement shall prevent a unit employee from informally discussing a problem with the immediate supervisor prior to the filing of a written grievance as provided by the terms of this Article. All written grievances must be filed within ten (10) days of the occurrence of the alleged

violation, or within ten (10) days from the date the Grievant should have known of the alleged violation.

C. Suspensions without pay and dismissal cases may be filed at Step Two of this Article.

D. Step One: Immediate Supervisor. A unit employee will file a written grievance with the immediate supervisor. Written grievances must be filed on a Scientific and Engineering Unit Grievance Form. If not serving as the Step One Official, the immediate Supervisor will provide the grievance to the Step One Official designated by the Employer. The Step One Official may establish a meeting with the Grievant and a Union representative, if requested by the Grievant, to discuss the matter. The immediate supervisor or other Step One Official will respond to the Grievant in writing within ten (10) days of receipt of the written grievance or within ten (10) days of the meeting with the Grievant if such meeting is held. A Step 1 grievance response, other than a denial, requires the review and final approval of the department/agency personnel office and the union staff representative.

E. Step Two: Department/Agency Personnel Office. If the matter is not resolved at Step One, the Grievant may appeal the grievance to Step Two of the procedure by filing an appeal from Step One to the Department/Agency Personnel Office within ten (10) days from the date of the Step One answer.

1. Management may establish a meeting for the Grievant and a Union representative, if requested by the Grievant or the Union, within ten (10) days following receipt of the appeal at Step Two.

2. Management will provide a written response to the Grievant within ten (10) days following receipt of the Step Two appeal, or within ten (10) days of a meeting with the Grievant, if such meeting is held. Both management and the union agree to come to the Step 2 meeting fully prepared to effectively address the issues to facilitate a thorough Step 2 response within the time frame allotted. Nothing precludes the parties from holding a mutually agreed to follow up meeting as necessary. In the event the Union identifies concerns regarding the lack of Step Two grievance responses received within the time frame allotted, the Union may request a meeting with the Office of the State Employer to review and attempt to resolve the concerns.

a. An initial service rating, reprimand, suspension or dismissal of an initial probationary employee (2,080 Hours) is not appealable beyond Step Two of the grievance procedure.

b. An annual rating is not appealable beyond Step Two of the grievance procedure, unless the Annual Rating results in delaying reallocation of the employee's position.

F. Step Three: Arbitration.

1. Conventional Arbitration. If the matter is not resolved at Step Two, the Union may within ten (10) days of receipt of the Step Two answer, appeal the grievance to arbitration by filing written notice with the Office of the State Employer and the affected Department. Within 10 days of the receipt of the Union's notice the Office of the State Employer shall request arbitration in accordance with the procedures specified herein. The Office of the State Employer shall provide copies of the request for arbitration to the affected Department and the Union. Before the arbitration hearing, the Office of the State Employer may schedule a meeting with the Union and the Department to review the grievance. An effort shall be made in such discussions to arrive at a fair and equitable grievance settlement. Any settlement shall be confirmed in writing when agreed to by the Union and the Office of the State Employer.

a. During the negotiation of this Agreement the parties mutually agreed upon a panel of arbitrators which will hear all grievances appealed to arbitration. The Arbitrators on this panel are as specified below:

Samuel McCargo 1984

Michael Long 2001

Kathryn VanDagens 2001

Maurice Kelman 2012

Benjamin Wolkinson 2012

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b. The Arbitrators designated above shall serve on a rotating basis.

c. During January of each year the Union has the right to remove one Arbitrator from the panel and the Office of the State Employer has the right to remove one Arbitrator from the panel. The Union and the Office of the State Employer will mutually agree upon the replacement Arbitrator(s).

d. Each request for arbitration shall require that the Arbitrator schedule and hold the hearing within sixty (60) days of receipt of the request for arbitration. The parties shall set aside normal business in order to schedule and hold the hearing within this time frame. By mutual written agreement, the parties may waive the sixty (60) day time limit. Upon receipt of notice from the Arbitrator that the sixty (60) day time limit cannot be met, the Office of the State Employer shall send a second request for arbitration to the next Arbitrator on the list.

- 1 e. The Arbitrator will conduct the hearing in accordance with the
2 Commercial Arbitration Rules and Mediation Procedures of the Rules
3 of the American Arbitration Association (AAA), except as otherwise
4 provided for in this Agreement. Expenses for the Arbitrator shall be
5 borne equally by the parties; however, each party shall be responsible
6 for the costs of its own representatives and witnesses. Any
7 cancellation or rescheduling fees shall be the responsibility of the
8 requesting party. In the event that both parties mutually request a
9 cancellation or rescheduling, any associated costs shall be borne
10 equally.
- 11 f. The Arbitrator's authority will be confined to the specific written
12 provisions of this Agreement. The Arbitrator shall have no authority to
13 add to, subtract from, modify, ignore, or otherwise amend any term of
14 this Agreement and Civil Service Rules and Regulations. The authority
15 of the Arbitrator shall remain subject to and subordinate to the
16 limitations and restrictions on subject matters and personal jurisdiction
17 in the Civil Service Rules and Regulations.
- 18 g. Employees who can give relevant and material testimony, which is not
19 duplicative, shall be subject to subpoena by the Arbitrator.
- 20 h. Except as provided in the Civil Service Rules and Regulations, the
21 Arbitrator's ruling will be binding on both parties.

22 2. Expedited Arbitration.

- 23 a. An expedited arbitration system shall be used for all appeals to
24 arbitration that involve the involuntary separation of an employee from
25 state employment.
- 26 b. All provisions of section G1, above, shall apply to expedited arbitration
27 unless modified herein. The Arbitrator selected shall be requested to
28 hear the case within 45 calendar days of being assigned the case. By
29 mutual written agreement, the parties may waive the forty-five (45) day
30 time limit. Upon receipt of notice from the Arbitrator that the forty-five
31 (45) day time limit cannot be met, the Office of the State Employer
32 shall send a second request for arbitration to the next Arbitrator on the
33 list.
- 34 c. Briefs, if any, shall be filed simultaneously by the parties within 14
35 calendar days of the last day of the arbitration hearing.
- 36 d. The decision of the Arbitrator shall be rendered within 14 calendar
37 days of the closing of the record. By mutual agreement, the Arbitrator
38 may issue a bench decision.
- 39 e. Transcript costs, if any, shall be paid by the party requesting the
40 transcript unless the parties agree to share the costs and have a copy
41 prepared for each party by the reporter.

- 1 G. In the event that management does not respond to a grievance within
2 specified time limits, the grievance may be advanced to the next step. Failure
3 of the Grievant or Union to comply with the specified time limits contained
4 herein will automatically terminate the grievance and preclude further
5 processing.
- 6 H. Time limits may be extended only upon mutual written agreement of the
7 parties. The parties may mutually agree to bypass any step of this procedure
8 for the purpose of expediting the processing of any grievance.
- 9 I. Only the Union may advance a grievance to arbitration. No individual unit
10 employee or group of unit employees shall have the right to advance any
11 grievance to arbitration without the express authorization of the Union.
- 12 J. There shall be no grievance filed which alleges a fact situation substantially
13 similar to that alleged in any unfair labor practice charge filed by the Union
14 against the Employer.
- 15 K. Exclusive Procedure. The grievance procedure contained herein shall be
16 exclusive and shall replace any other grievance procedure for the adjustment
17 of any disputes arising out of the administration of this Agreement for all
18 grievances permitted under Civil Service Rules and Regulations. The
19 grievance procedure set out above shall not be used for the adjustment of
20 any dispute for which the Civil Service Rules or Regulations require the
21 exclusive use of a Civil Service forum or procedure.
- 22 L. Prohibition of "Self-Help". Unit employees will fully and faithfully perform the
23 responsibilities of their position while pursuing redress of grievances, shall
24 comply with all supervisory/administrative orders and/or instructions, and shall
25 have no right to resort to "self-help" in lieu of filing and processing a
26 grievance. The only exception to this provision shall be circumstances where
27 compliance with a supervisory or other administrative instruction, direction, or
28 order would, based on clearly objective criteria, immediately endanger the
29 unit employee's health or physical safety, or where compliance would require
30 the commission of immoral conduct or the violation of any statute.
- 31 M. Grievance Preparation Time. Whenever possible, the Grievant and Union
32 representative shall utilize non-work time to consult and prepare. Where such
33 arrangement cannot be made, the Grievant and one (1) designated Union
34 representative may utilize up to one-half (1/2) hour without loss of pay, for
35 consultation and preparation immediately prior to any scheduled grievance
36 meeting with management. Overtime is not authorized. The Employer is not
37 obligated to compensate any unit employee for grievance processing outside
38 of their regularly scheduled work hours.
- 39 N. Grievance Committee Leave Bank. The Employer agrees to establish an
40 administrative leave bank of two hundred (200) hours per calendar year to be
41 used by the Union Grievance Committee. The Committee members shall be
42 designated to the Office of the State Employer annually. The bank shall be

used for working on the resolution of grievances. The Committee member must submit a written request to his/her supervisor at least two (2) weeks in advance. The request shall indicate the number of hours being requested. When such notice cannot be given, the release of the Committee member shall be contingent upon the operational needs of the Department, but shall not unreasonably be denied.

O. Grievance Leave Time. Unit employees who are required to participate in any grievance meeting with management, including arbitration, as Grievant or as required witnesses, shall be released from work without loss of pay for the period of time required to participate in such meeting, including travel time, during their regularly scheduled hours of employment. Upon completion of the unit employee's participation in the meeting, he/she shall return to his/her work site and resume normal assigned duties.

P. Grievance Representation. Unit employees shall be limited in their right to grievance representation during Steps One and Two to a Union staff employee or a designated representative who is also a unit employee. This precludes the use of attorneys or any other individuals who do not satisfy the criteria contained herein. This shall not prevent the Union from retaining outside counsel or any other outside individual to represent a Grievant's claim in an arbitration hearing conducted pursuant to Step Three of the grievance procedure.

Article 10

UNION RIGHTS

A. Intra-Agency Mail. The Union will have the right to use the State's intra-agency mail distribution services for legitimate union business. The Union agrees that the intra-agency mail service will not be used for other purposes. No partisan political literature nor materials defamatory to the Employer or the State of Michigan shall be mailed through the intra-agency mail system.

B. Bulletin Boards. The Employer agrees to furnish space and install bulletin boards of mutually-agreed size, shape, and composition, for exclusive use of the Union.

1. The Union shall bear the full cost of purchasing the bulletin boards, and shall be responsible for their maintenance after installation.

2. All posted materials shall be signed and dated by the Union Executive Director or designee, and shall relate only to the matters indicated below:

a. Union recreational/social affairs;

b. Union appointments;

c. Union election information;

- 1 d. Union meetings;
- 2 e. Rulings or policies of the Union
- 3 f. Committee reports;
- 4 g. Copies of official communications to the Employer;
- 5 h. Union newsletter;
- 6 i. Any other material authorized by the Employer or designee and the
- 7 Executive Vice President of the Union or designee.
- 8 3. No partisan political literature nor materials defamatory to the Employer or
- 9 the State of Michigan shall be posted.
- 10 4. The bulletin boards shall be maintained by the President, Executive
- 11 Director, or designee of the Union, and shall be for the sole and exclusive
- 12 use of the Union.
- 13 5. The Employer will notify the Union of any posted materials which violate
- 14 provisions of this Article. The Union will immediately cause such materials
- 15 to be removed.
- 16 C. Use of State Buildings. The Union shall have the right to use State buildings
- 17 and conference rooms for union meetings, subject to prior approval of the
- 18 agency involved. Union meetings on State premises shall be governed by the
- 19 Employer's operational and security considerations and shall be confined to
- 20 the approved locations.
- 21 D. Time Off for Union Business. Upon written request and with prior approval of
- 22 Management, properly designated Union representatives shall be allowed
- 23 time off without pay for legitimate Union business.
- 24 E. Annual Leave Buy-Back. A unit employee may elect to use annual leave
- 25 credits, deferred hours, or compensatory time, to conduct Union business.
- 26 Only the unit employee may purchase back from the State the total cost to the
- 27 State of such credits subject to the following:
- 28 1. Unit employees shall be permitted annual leave, deferred hours, or
- 29 compensatory time for absence from work for Union activity up to a
- 30 maximum of their accrued credits.
- 31 2. The unit employee may reimburse expended credits used in the previous
- 32 calendar year by cash payment to the appropriate State authority.
- 33 3. The parties agree that "buy back" will not take place more than four (4)
- 34 times per year.
- 35 4. The parties agree that the unit employee's other benefits will not be
- 36 adversely affected by the implementation of this Article.

1 5. Use of annual leave credits, deferred hours, or compensatory time is
2 subject to the same approval requirements as for any other use of such
3 time.

4 F. Administrative Leave. The Employer agrees to permit, pursuant to the
5 following conditions, the use of Employer-paid time for the conduct of Union
6 business and for certain training functions:

7 1. Executive Officers, Directors and duly authorized Union employees may
8 collectively use administrative leave from an administrative leave bank to
9 conduct Union business or attend Union training. This administrative leave
10 bank shall be calculated on the basis of one hour per employee of the
11 bargaining unit on the payroll during the first full pay period of October in
12 each year. Such Administrative Leave which is not used may be carried
13 forward to other years to cover absences from regularly scheduled work
14 activities authorized by this section. The Union shall designate to the
15 Employer in writing the names of its Executive Officers, Directors and duly
16 authorized Union employees entitled to utilize the hours in this
17 administrative leave bank. Administrative leave will be granted only in
18 blocks of one (1) or more hours, not to exceed forty (40) hours per
19 employee in any pay period. The unit employee and the immediate
20 supervisor(s) will mutually agree on the scheduling of this time so as to
21 minimize the disruption of work schedules. In addition, the Union will
22 normally make a written request for release of the unit employees seven
23 (7) calendar days in advance. The Union will send the request to the
24 Appointing Authority or designee and the Office of the State Employer.
25 The request will include:

- 26 a. Unit employee name;
27 b. Unit employee department;
28 c. Dates for release;
29 d. Number of bank hours to be used and,
30 e. Whether the leave is for Union business or training.

31 2. The Department may deny the request if operational needs preclude
32 release. The Union may change the designation of the Executive Officers
33 or Directors and duly authorized members by providing seven (7) days
34 notice to the Office of State Employer.

35 3. Up to 250 hours of the administrative leave bank will be available for
36 stewards to use in order to represent bargaining unit employees from
37 other departments during investigative interviews, disciplinary conferences
38 and grievance meetings where no steward is authorized or designated
39 within the employee's department or a steward from another department is
40 located closer to the employee to be represented. There is no requirement
41 for a written request for release from the union when a designated steward

1 uses leave from the bank for this purpose. Requests for time will be made
2 to the immediate supervisor with as much advance notice as possible and
3 subject to approval based on operational needs. The time will be promptly
4 reported to the department, the Office of the State Employer and the
5 Union. In the event that the Employer or the Union raises concerns
6 regarding this use of the administrative leave bank by stewards, the
7 parties agree to meet to resolve the concerns.

8 G. Stewards. The Union may designate up to twenty-one (21) stewards, with no
9 more than 1% of the unit employees in any department so designated with
10 the following exceptions that may be exercised by the Union, as long as the
11 total does not exceed twenty-one (21) stewards: 1) Any department with
12 bargaining unit employees may have a minimum of one (1) steward; 2) the
13 1% of the unit employees may be rounded up to the next whole number, and
14 3) the Department of Environmental Quality may have 1%, rounded up, plus
15 one additional steward. Subject to operational needs, stewards are entitled to
16 use time off without loss of pay to represent unit employees within their
17 department during investigative interviews, disciplinary conferences, and
18 grievance meetings with Management. Where no steward is authorized or
19 designated within the department, or a steward from another department is
20 located closer to the employee to be represented, the union may designate a
21 steward from another department to represent the employee. In the sole
22 discretion of the Union, the steward may be released on administrative leave
23 in accordance with Section F.3 above, otherwise, the steward shall be
24 released for such purpose on accrued leave credits subject to operational
25 requirements and other criteria governing annual leave.

26 H. Access to Union Representatives. Employees shall have reasonable access
27 to a union representative to consult about the rights and obligations provided
28 for in this agreement, but such access should be confined to the non-work
29 time of the employee and the representative and, in any case, such
30 discussions shall not be held in such a place or manner, or for a duration, so
31 as to disrupt the operations of the Employer.

32 I. Union Information Packet. The Employer agrees to furnish all new employees
33 in the Scientific and Engineering Unit a packet of informational materials to be
34 supplied to the Employer by the Union. The Employer retains the right to
35 review the material supplied and to refuse to distribute any partisan political
36 literature or material ridiculing individuals by name or obvious direct reference
37 or materials defamatory or detrimental to the Employer.

38 J. Presentation. During a planned orientation of new Bargaining Unit employees,
39 one Union representative and/or staff representative shall be given an
40 opportunity to speak briefly about the Union and its rights and obligations as
41 an exclusive representative. No partisan political material, nor materials
42 ridiculing individuals by name or obvious direct reference or detrimental to the
43 Employer shall be contained in the presentation. Violation of this prohibition
44 shall be cause for suspension and/or revocation of this right by the Employer.

1 The Union representative making the presentation shall be a designated
2 Union representative at the work location premises at which the presentation
3 is made.

4 K. MIOSHA Inspection. Effective October 1, 1990, when the Michigan
5 Department of Consumer & Industry Services (MIOSHA), or the United States
6 Department of Labor (OSHA), inspects state facilities in which bargaining unit
7 employees are employed, a Union representative shall be released from work
8 without loss of pay to accompany the inspector in those parts of the facility
9 where bargaining unit employees are employed. Release of the Union
10 representative shall be consistent with the operational needs of the Employer.

11 L. Job Interviews. Union employees are entitled to administrative leave, and
12 reasonable travel time for job interview(s) conducted within an employee's
13 current department. In the event the amount of administrative leave
14 necessary for the job interview and reasonable travel time would exceed 8
15 hours, the amount of travel time considered reasonable will be predetermined
16 by the Employer. Travel expenses are not authorized.

Article 11

SENIORITY

19 A. Definition. Seniority shall be defined to mean a unit employee's total number
20 of continuous service hours in the state classified service. Hours paid in
21 excess of eighty (80) in a biweekly pay period shall not be credited. No hours
22 shall be credited for time in non-career appointments, on lost time,
23 suspension, leave of absence without pay, or layoff. For transfers or layoff
24 and recall, the definition of seniority shall not include military service time
25 earned prior to appointment to the state classified service, or service in any
26 excepted or exempted position as provided for in Civil Service Rules dated
27 May 1983, Sections 2-1 and 2-2 in state government which preceded entry
28 into the state classified service, or service granted in accordance with Civil
29 Service Rule 2-16, Assumptions.

30 B. Annual Leave. If a unit employee leaves the state classified service and later
31 is rehired, he/she shall accrue annual leave at the same rate as a new hire.
32 However, once a rehired unit employee has been in continuous pay status for
33 five (5) years, all previous state classified service time shall be credited for
34 annual leave accrual.

35 C. Military Service Time or Time in Excepted or Exempted Positions. Up to five
36 (5) years of military service hours and/or time spent in any position specified
37 in Civil Service Commission rules dated May 1983 earned prior to entry into
38 the state classified service shall be counted as continuous service hours for
39 determining eligibility for annual leave accruals and, for military service only,
40 longevity pay.

- 1 D. Break in Service. A unit employee's continuous service hours shall be broken
2 and not bridged when the unit employee leaves state classified employment
3 for reasons other than layoff, suspension, lost time, or approved leave of
4 absence. A unit employee who leaves the state classified service because of
5 layoff, suspension, lost time, or approved leave of absence shall have
6 continuous service hours bridged for the time of such absence but only for a
7 period of absence up to five (5) years. A break in service is any period of
8 continuous absence, for one of the reasons cited in this paragraph, of more
9 than five (5) years.
- 10 E. Seniority Ties. Ties in seniority shall first be resolved by considering the total
11 continuous service hours in the unit employee's current class series. Ties
12 which cannot be resolved on this basis shall be resolved by considering the
13 total continuous service hours served at the current level. If ties still remain,
14 they shall be resolved by adding the last four (4) digits of the unit employee's
15 identification number, with the lowest sum indicating the greatest seniority.
- 16 F. Seniority Lists. Seniority lists, utilizing the definition of seniority contained in
17 paragraph A above, shall be prepared at the end of the first pay period in
18 October and at the end of the first pay period in April showing the continuous
19 service hours of all unit employees in a department on the payroll on the
20 preparation date. An electronic copy of the seniority list shall be provided to
21 the Union.
- 22 1. The list prepared in October shall be in effect from November 15 through
23 May 14; the list prepared in April shall be in effect from May 15 through
24 November 14.
- 25 2. Each unit employee's seniority for each of the six (6) months periods shall
26 be that which is indicated on the appropriate list.
- 27 3. Unit employees shall notify the Appointing Authority of any error in such
28 seniority list within fifteen (15) days of the date unit employees are notified
29 that the list is electronically available for review. If no error is reported
30 within the fifteen (15) days, the list will stand as prepared and shall
31 thereupon become effective. Any error reported shall be corrected
32 promptly; however, errors reported more than fifteen (15) days after the
33 list is made available for review shall not be effective until the next
34 seniority list is prepared.
- 35 4. When a layoff is being implemented, the Appointing Authority shall update
36 such seniority lists no more than six (6) weeks prior to the effective date of
37 the layoff. The updated list shall be used to determine the layoff and
38 bumping rights of unit employees scheduled for layoff.
- 39 G. Probationary Employees. Initial probationary unit employees shall not be
40 granted, and shall not exercise, any seniority rights. Upon successful
41 completion of the initial probationary period (2,080 Hours), such unit

employees shall receive credit for the hours accumulated during the probationary period.

H. MDOT Civil Engineer and Construction Tech Co-op. After three consecutive years of service in a Scientific and Engineering Bargaining Unit position within MDOT, a unit employee who had previous employment in the MDOT Civil Engineer and Construction Technician Co-op Program, shall have that time credited as continuous service hours for purposes of longevity and annual leave accruals only. The employee must have been classified as a Construction Aide and must self-identify within 90 days of CSC approval of this Agreement or within 90 days of meeting the three year eligibility requirement.

I. Superseniority. Superseniority protection from layoff and bumping shall be granted for a total of thirty (30) unit employees who must be members of either the Union's elected Executive Officers, the negotiating team or stewards duly designated by the Union. In no event shall more than ten (10) unit employees in any one Department be granted superseniority.

1. Under no circumstances shall a steward, Executive Officer or negotiating team member be entitled to layoff protection unless the Union has provided the departmental Employer with written notice of super seniority status at least thirty (30) days prior to the issuance of a layoff notice.

Such superseniority protection shall exist only while the affected unit employee actually holds such office.

Article 12

LAYOFF AND RECALL

A. The Union recognizes the exclusive right of the Employer to lay off Bargaining Unit employees for such reasons as lack of funds, lack of work, administrative efficiency, including the right to determine the positions to be abolished or to remain vacant, the extent, effective date and length of such layoffs.

1. An Executive Order reducing Departmental spending and/or wage and salary appropriations, shall be conclusive as to the Employer's right to layoff unit employees.

2. Instructions by the State Budget Director to Departments and Agencies to reduce spending in preparation for lapses of spending authorizations necessary to balance the state's budget shall be treated, for purposes of this Article and Agreement, as conclusive as to the Employer's right to layoff unit employees.

3. Nothing in this Article or Agreement shall preclude the parties from mutually agreeing to any other alternative(s) to indefinite layoffs of unit employees. Paragraph P of this Article contains an alternative to indefinite layoff which may be invoked by the Employer.

- 1 4. No Arbitrator may attach any conditions to the use of indefinite layoffs or
2 options provided herein which are not expressly provided in the language
3 of this Article.
- 4 B. Definition. "Layoff from employment" shall be the term applied to a unit
5 employee who is out of a job by virtue of being laid off or bumped, and who
6 has exhausted or has no bumping rights.
- 7 C. Layoff, bumping and recall of unit employees shall be exclusively governed by
8 the procedures set forth in this Article and this Agreement. However, such
9 procedures shall not apply to temporary layoffs, which shall be governed in
10 accordance with the Section so entitled.
- 11 D. Limited Term Employee. The expiration of a limited term appointment shall
12 not be considered a layoff for purposes of this Article. A unit employee with
13 status acquired in a limited term appointment, and separated because of the
14 expiration of that appointment may be reinstated within three (3) years in any
15 vacancy in any Department and in the same class as that from which the unit
16 employee was separated. Such reinstatement may precede employment of
17 any person from a promotional list and any person with less seniority on a
18 layoff list. This subsection shall not apply in the case of a continuing state unit
19 employee who accepted an appointment to a limited term position at any
20 level; in this situation the employee may exercise employment preference at
21 the end of the limited-term appointment. Employment preference begins at
22 the last classification level at which the employee achieved status in an
23 indefinite appointment before accepting the limited-term appointment.
24 Employment preference may be exercised only within the principal
25 department or autonomous agency that appointed the employee to the limited
26 term appointment.
- 27 A person who is recalled on a limited term basis is not eligible to exercise
28 employment preference at the end of the limited-term appointment but shall
29 be returned to all recall lists for which the employee is eligible.
- 30 E. Notice to the Union. The Employer will, when indefinite or temporary layoffs
31 are being planned, inform the Union as soon as practicable and, upon written
32 request, discuss the impact of such layoff on unit employees.
- 33 1. The Employer shall furnish the Union written notice of the name, class
34 title, current assignment location, and seniority of unit employees holding
35 positions scheduled for abolishment.
- 36 2. It is recognized that unit employee choices and ultimate bumping rights
37 preclude the Employer from providing information beyond what is required
38 herein.
- 39 3. When a reduction in force is implemented, the Union shall be entitled to
40 request and receive a copy of all bumping and layoff notices that are sent
41 to affected Bargaining Unit employees.

- 1 F. List to the Union. When layoffs and bumping are completed the Union shall
2 be entitled to request and receive a completed list of bumps and layoffs from
3 employment.
- 4 G. Voluntary Layoffs. When the Employer elects to reduce the work force, unit
5 employees within the affected classifications and layoff unit may request, in
6 writing, preferential and layoff out of line seniority. Such voluntary layoff shall
7 be for at least ninety (90) days. After this period, the laid-off unit employee's
8 name shall be placed on recall lists in accordance with the provisions of this
9 Article.
- 10 H. General Layoff Provisions. The Employer, in its sole discretion, shall
11 determine those positions which are to be abolished or remain vacant. Layoff
12 units and bumping procedures shall be defined for all bargaining unit
13 positions within a Department/Agency as described in this Article.
- 14 1. Definition. Seniority for purposes of layoff, bumping, and recall shall be as
15 defined in Article 11, paragraph A.
- 16 2. Excluded Employees. Excluded managerial, supervisory, confidential and
17 eligible non-exclusively represented employees as defined by the Civil
18 Service Rules and Regulations shall be permitted to bump back into the
19 Bargaining Unit under procedures outlined in this Article. Seniority of
20 excluded managerial, supervisory, confidential and eligible non-exclusively
21 represented employees for purposes of bumping into the Bargaining Unit
22 shall be computed as follows:
- 23 a. For bumping purposes, all excluded managerial, supervisory,
24 confidential and eligible non-exclusively represented employees who
25 moved from the rank and file of this Bargaining Unit to an excluded
26 managerial, supervisory, confidential and eligible non-exclusively
27 represented position prior to November 4, 1982 shall retain all
28 continuous service hours for purposes of seniority earned up to
29 November 4, 1982 plus not more than one thousand forty (1040) hours
30 earned in such excluded managerial, supervisory, confidential and
31 eligible non-exclusively represented position subsequent to November
32 4, 1982.
- 33 b. For bumping purposes, all excluded managerial, supervisory,
34 confidential and eligible non-exclusively represented employees who
35 move from the rank and file of this Bargaining Unit to an excluded
36 managerial, supervisory, confidential and eligible non-exclusively
37 represented position after November 4, 1982 shall retain all continuous
38 service hours for purposes of seniority earned up to the effective date
39 of such appointment and thereafter up to 1040 hours earned in such
40 excluded managerial, supervisory, confidential and eligible non-
41 exclusively represented position.

- 1 c. Seniority of unit employees who have earned time in an excluded
2 managerial, supervisory, confidential and eligible non-exclusively
3 represented position but are in the Bargaining Unit at the time of layoff
4 shall be limited to their time in the Bargaining Unit.
- 5 d. Excluded managerial, supervisory, confidential and eligible non-
6 exclusively represented employees who have bumping rights into the
7 Bargaining Unit shall exercise bumping rights in the same manner as
8 unit employees. Specifically, an excluded managerial, supervisory,
9 confidential and eligible non-exclusively represented employee shall be
10 permitted to bump to a lower level in a class series if such employee
11 has attained Civil Service status in a higher level in that class series.
- 12 e. Excluded managerial, supervisory, confidential and eligible non-
13 exclusively represented employees who bump into the Bargaining Unit,
14 are subsequently promoted to an excluded managerial, supervisory,
15 confidential and eligible non-exclusively represented position and then
16 are again affected by a reduction in force which will result in their
17 bumping back into the Bargaining Unit shall have their seniority
18 calculated as the total continuous service hours up to the most recent
19 date such excluded managerial, supervisory, confidential and eligible
20 non-exclusively represented employee moved to the excluded
21 managerial, supervisory, confidential and eligible non-exclusively
22 represented position plus not more than one thousand forty (1040)
23 hours earned in the most recent appointment to such excluded
24 managerial, supervisory, confidential and eligible non-exclusively
25 represented position.
- 26 3. Out of Line Seniority. The Employer may lay off and recall out-of-line
27 seniority (1) because of Department of Civil Service approved Selective
28 Certification or (2) to maintain a Department/Agency affirmative action
29 program which is currently in effect and approved by the Employer in
30 accordance with directives or orders of the Governor, is in accordance
31 with applicable law, and has been approved in advance by the state
32 personnel director.
- 33 4. Under no circumstances will unit employees have bumping rights into any
34 other bargaining unit unless specifically so provided by a reciprocal
35 agreement with the exclusive representative. There shall be no bumping
36 into the bargaining unit except as provided herein.
- 37 5. The Employer shall make every effort to hire qualified laid-off unit
38 employees for vacancies which the Employer intends to fill prior to filling a
39 vacancy with a candidate from outside of the department subject to the
40 following provisions:

- a. Laid-off unit employees must receive a qualification review from the Civil Service Commission staff to determine which position(s) they qualify for;
 - b. Laid-off unit employees must respond to a vacancy posting for which they qualify and notify the department of their laid-off status and proof of qualification review;
 - c. Such unit employee must not be working in another position in the bargaining unit;
 - d. Such unit employee must be willing to accept an appointment at the available location;
 - e. This procedure shall only be utilized in those cases where there are no recall lists for a particular class and level and no qualified candidate is available through the State of Michigan hiring priority initiative dated June 30, 2004.
6. Probationary employees. Initial probationary unit employees shall not be granted, and shall not exercise any seniority rights. Upon successful completion of the initial probationary period (2,080 hours), such unit employees shall receive credit for the hours accumulated during the probationary period.
7. No permanent employee shall be laid off until all bargaining unit Limited Term appointments in the same classification and affected division/program/funding source, and all bargaining unit non-career appointments in the affected division/program/funding source are terminated.
8. Reassignments to avoid layoffs. If the employer plans to reassign bargaining unit employees to avoid the necessity of layoffs, at least ten days prior to any such reassignments, the employer shall publish a list of positions within the affected division(s) into which employees will be reassigned for the review of the affected employees. A copy of the list will be sent to the union within three days of publication. Interested affected bargaining unit employees in the affected division shall have five days to submit their names for consideration. The employer will take any responses into consideration if such reassignments take place.
- I. Layoff and Bumping Procedure. When the Employer determines there is to be a layoff, the Employer shall first identify those positions within a Layoff Unit which are to be abolished or remain vacant. The Departmental/Agency Employer will then construct any resulting bumping chain(s) in accordance with Section I(5) of this article. If an employee chooses to accept layoff rather than exercise bumping rights, the remainder of the affected bumping chain will not be implemented; however, the Departmental/Agency Employer shall not be required to recalculate any bumping chain(s).

- 1 1. Definition of Least Senior. For purposes of this Article, the least senior
2 position is defined as either a vacant position which the Employer intends
3 to fill; or in the absence of such vacancy, the position occupied by the
4 least senior unit employee.
- 5 2. Notice to Employees. Unit employees occupying positions to be abolished
6 or bumped shall be given written notice of layoff or bump not less than ten
7 (10) days prior to the effective date of layoff or bump. The unit employee
8 noticed for layoff or bump shall, within five (5) days of receipt of
9 notification, inform the Departmental/Agency Employer in writing of his/her
10 irrevocable decision to accept layoff or exercise bumping rights in
11 accordance with Sections 1.3.-5. of this Article. The Departmental/Agency
12 Employer shall thereafter complete the bumping process. This provision
13 also applies to unit employees occupying seasonal positions to be
14 abolished when the position was of an indefinite duration.
- 15 3. Departmental Layoff Units.
- 16 a. Department of Agriculture and Rural Development: County.
- 17 b. Department of Community Health: Agency except for Central Office
18 Agency which shall be one layoff unit, and shall have the layoff subunit
19 of the Martin Luther King Boulevard complex laboratory.
- 20 c. Department of Licensing and Regulatory Affairs: County. Ingham,
21 Eaton, Clinton counties shall be considered one county. Wayne,
22 Oakland, Macomb counties shall be considered one county.
- 23 d. Department of Corrections:
- 24 (1) Corrections Facility Administration - All buildings of an institution
25 which constitute a facility.
- 26 (2) Field Operations Administration - All buildings within a county.
- 27 e. Department of Environmental Quality: District (See Appendix F)
- 28 f. Department of Human Services: County
- 29 g. Department of Technology, Management and Budget: County except
30 that Ingham and Eaton Counties shall be one Layoff Unit.
- 31 h. Department of Military and Veterans Affairs:
- 32 (1) Zone 1 - Area of the state north of a line between Bay City and
33 Shelby (M-20) to include the Upper Peninsula.
- 34 (2) Zone 2 - Area of the state south of a line between Bay City and
35 Shelby (M-20).
- 36 i. Department of Natural Resources: District (See Appendix F)

j. Department of State: By county by organizational unit as follows:

(1) Office of the Secretary of State

(2) Office of Hearings and Legislation

(3) Office of Driver and Vehicle Administration

(4) Bureau of Automotive Regulation

(5) Bureau of Department Services

(6) Bureau of State Services

k. Department of State Police: County, except for Ingham and Eaton counties shall be one Layoff Unit, and the combined Wayne, Oakland and Macomb Counties shall be one Layoff Unit.

l. Department of Transportation:

(1) Subunit - A division within a bureau within a layoff unit.

(2) Layoff Unit - Region, except for Lansing which includes the Secondary Complex and the Bureau of Aeronautics which shall be one layoff unit.

m. Department of Treasury: Statewide

4. General Conditions. The following general conditions shall apply to layoffs in all Departments/Agencies of the Employer:

a. Unit employees exercising bumping rights must meet the requirements of Section H.3.

b. Level is defined as the position comparison equivalent level as determined by the Department of Civil Service.

c. A unit employee who has exhausted all his/her bumping rights and does not have sufficient seniority to retain a position, shall be laid off.

d. The provisions for bumping shall not permit a unit employee to bump to a higher level unless specifically provided for otherwise in Section D of this Article.

e. As a result of bumping downward a unit employee shall not earn more than the maximum rate of the lower class bumped into or more than the rate previously earned in a higher class from which the unit employee bumped. When a unit employee bumps downward, he/she shall be paid at the step in the lower pay range which is the nearest to his/her previous pay without a pay increase.

f. For purposes of Article 12, a unit employee shall be considered to be eligible to bump if he/she has completed the initial probationary period

(2,080 hours) and 1040 hours in a class and level; and will be deemed eligible to bump to lower levels within the same class series. When the unit employee is in a Specialist classification, the unit employee is also deemed eligible to bump into the corresponding lower level class series, e.g., an Environmental Quality Specialist 13 is eligible to bump into the Environmental Quality Analyst class series. In addition, a unit employee who has served satisfactorily in another class shall be considered eligible to bump in that previous class and level as well as successively lower levels in that class series.

g. Positions in a class series which contain automatic level changes shall be considered to be in the same class and level.

5. Bumping Sequence by Department: These provisions shall apply to all unit employees in all Departments. A unit employee shall have the right to bump into a former class series in a layoff unit at or below any level in which the unit employees had satisfactorily completed 1040 hours. The unit employee may exercise this right if he/she cannot bump down into a least senior position in the current class series or if, when bumping into a former class series he/she would receive a higher rate of pay than he/she would receive if such rights were not exercised. If a bump to a former class series within the layoff unit is not possible, a unit employee shall be able to exercise such right statewide in those departments where statewide bumping is an option in accordance with the bumping sequences specified in this Section 3.

When constructing bumping sequences, the Employer will begin with the employee with the highest seniority whose position is scheduled to be abolished.

a. Department of Agriculture and Rural Development:

(1) A unit employee shall bump into the least senior position in his/her current class-level within the layoff unit.

(2) If (1) is unavailable, a unit employee shall have the option of bumping to the least senior position within his/her current class and level in any contiguous county or bumping into the least senior position at successively lower levels within his/her current class series within the layoff unit.

(3) If (1) and (2) are unavailable, a unit employee shall have the option of bumping to the least senior position within his/her current class and level statewide or bumping into the least senior position at successively lower levels within his/her current class series within any contiguous county.

(4) If (1), (2) and (3) are unavailable, a unit employee shall bump to the least senior position at successively lower levels within his/her current class series statewide.

b. Department of Community Health:

(1) A unit employee shall bump to the least senior position in his/her current class/level within the layoff unit.

(i) A unit employee in the central office layoff unit shall bump into the least senior position in his/her current class and level within the subunit.

(ii) If (i) is unavailable, a unit employee within the central office layoff unit shall bump into the least senior position at successively lower levels within his/her current class series within the layoff subunit.

(iii) If (ii) is unavailable, a unit employee within the central office layoff unit shall have the option of bumping into the least senior position within his/her current class and level in the other layoff subunit.

(iv) If (iii) is unavailable, a unit employee within the central office layoff unit, shall bump into the least senior position, within his/her current class series at successively lower levels in the other layoff subunit.

(2) If (1) is unavailable, a unit employee shall bump into the least senior position at successively lower levels within his/her current class series within the layoff unit.

(3) There is no bumping beyond the layoff unit.

c. Department of Licensing and Regulatory Affairs:

(1) For purposes of this section, employment types shall be:

Permanent full time

Permanent less than full time

Employees currently in permanent less than full time positions begin the bumping sequence at step 1. Employees currently in permanent full-time positions begin the bumping sequence at step 3.

Employees shall bump into the least senior position in their classification beginning with the layoff unit in the following successive order:

Step	Employment type	Level	Geographic area
1	Less than full time	Current level	Layoff unit
2	Less than full time	Successively lower levels	Layoff unit
3	Full time	Current level	Layoff unit
4	Full time	Successively lower levels	Layoff unit
5	Full time	Current level	Statewide
6	Full time	Successively lower levels	Statewide
7	Less than full time	Current level	Layoff unit
8	Less than full time	Successively lower levels	Layoff unit

1 The employer is under no obligation to change the employment
2 type of a position bumped into by the employee of a different
3 employment type.

4 For example, if an employee with a job share employment type
5 bumps into a full time position, the employer is under no obligation
6 to change the full time position to job share.

7 d. Department of Corrections:

8 (1) A unit employee shall bump into the least senior position in his/her
9 current class and level within the layoff unit.

10 (2) If (1) is unavailable, a unit employee shall bump into the least
11 senior position at successively lower levels within his/her current
12 class series within the layoff unit.

13 (3) If (2) is unavailable, a unit employee shall bump into the least
14 senior position in his/her current class and level, and thereafter,
15 successively lower levels statewide.

16 e. Department of Environmental Quality:

17 (1) For purposes of this section, employment types shall be:

18 (i) permanent full time

19 (ii) permanent less than full time

20 (2) Geographic bumping tiers for unit employees in the DEQ shall
21 occur in the following successive order:

22 district-wide

23 region-wide

24 state-wide

For the purposes of layoff and bumping only, the regions are designated by the following DEQ districts as shown on the district map:

Region 1 - Upper Peninsula District

Region 2 - Cadillac, Saginaw Bay Districts

Region 3 - Grand Rapids, Kalamazoo, Lansing, Southeast Michigan, Jackson Districts.

Employees currently in permanent less than full time positions begin the following bumping sequence at step 1. Employees currently in permanent full-time positions begin the following bumping sequence at step 3.

Employees shall bump into the least senior position in their classification beginning with the layoff unit in the following successive order:

Step	Level	Employment Type	Geographic
1	Current Level	Less than Full Time	Layoff Unit
2	Successively Lower Levels	Less than Full Time	Layoff Unit
3	Current Level	Full Time	Layoff Unit
4	Successively Lower Levels	Full Time	Layoff Unit
5	Current Level	Full Time	Region Wide
6	Successively Lower Levels	Full Time	Region Wide
7	Current Level	Full Time	State Wide
8	Successively Lower Levels	Full Time	State Wide
9	Current Level	Less than Full Time	Layoff Unit
10	Successively Lower Levels	Less than Full Time	Layoff Unit

The employer is under no obligation to change the employment type of a position bumped into by the employee of a different employment type.

- 1 For example, if an employee with a job share employment type
2 bumps into a full time position, the employer is under no obligation
3 to change the full time position to job share.
- 4 f. Department of Human Services:
- 5 (1) A unit employee shall bump into the least senior position in his/her
6 current class and level within the layoff unit.
- 7 (2) If (1) is unavailable, a unit employee shall bump into the least
8 senior position at successively lower levels within his/her current
9 class series within the layoff unit.
- 10 (3) If (2) is unavailable, a unit employee shall bump into the least
11 senior position in his/her current class and level, and thereafter,
12 successively lower levels statewide.
- 13 g. Department of Technology, Management and Budget:
- 14 (1) A unit employee shall bump into the least senior position in his/her
15 current class and level within the layoff unit.
- 16 (2) If (1) is unavailable, a unit employee shall bump into the least
17 senior position at successively lower levels within his/her current
18 class series within the layoff unit.
- 19 (3) If (2) is unavailable, a unit employee shall bump into the least
20 senior position in his/her current class and level, and thereafter,
21 successively lower levels statewide.
- 22 h. Department of Military and Veterans Affairs:
- 23 (1) A unit employee shall bump to the least senior position in his/her
24 current class/level within the layoff unit.
- 25 (2) If (1) is unavailable, a unit employee shall bump into the least
26 senior position at successively lower levels within his/her current
27 class series within the layoff unit.
- 28 (3) There is no bumping beyond the layoff unit.
- 29 i. Department of Natural Resources: [see Appendix F]
- 30 (1) For purposes of this section, employment types shall be:
- 31 a. permanent full time
- 32 b. permanent less than full time
- 33 (2) Geographic bumping tiers for unit employees in the DNR shall
34 occur in the following successive order:
- 35 a. district-wide

b. region-wide

c. state-wide

Employees currently in permanent less than full time positions begin the following bumping sequence at Step 1. Employees currently in permanent full-time positions begin the following bumping sequence at Step 3.

Employees shall bump into the least senior position in their classification beginning with the layoff unit in the following successive order:

Step	Level	Employment Type	Geographic
1	Current Level	Less than Full Time	Layoff Unit
2	Successively Lower Levels	Less than Full Time	Layoff Unit
3	Current Level	Full Time	Layoff Unit
4	Successively Lower Levels	Full Time	Layoff Unit
5	Current Level	Full Time	Region Wide
6	Successively Lower Levels	Full Time	Region Wide
7	Current Level	Full Time	State Wide
8	Successively Lower Levels	Full Time	State Wide
9	Current Level	Less than Full Time	Layoff Unit
10	Successively Lower Levels	Less than Full Time	Layoff Unit

The employer is under no obligation to change the employment type of a position bumped into by the employee of a different employment type.

For example, if an employee with a job share employment type bumps into a full time position, the employer is under no obligation to change the full time position to job share.

j. Department of State:

(1) A unit employee shall bump into the least senior position in his/her current class-level within the layoff unit.

1 (2) If (1) is unavailable, a unit employee shall have the option of
2 bumping to the least senior position within his/her current class and
3 level statewide or bumping into the least senior position at
4 successively lower levels within his/her current class series within
5 the layoff unit.

6 (3) If (1) and (2) are unavailable, a unit employee shall bump to the
7 least senior position at successively lower levels within his/her
8 current class series statewide.

9 k. Department of State Police:

10 (1) A unit employee shall bump into the least senior position in his/her
11 current class/level within the Layoff Unit. In addition, when there is
12 more than one work unit within the layoff unit, the employee may
13 also have the same bumping option within his/her work unit.

14 (2) If (1) is unavailable, the unit employee shall have the option of
15 bumping to the least senior position within his/her current class and
16 level statewide or bumping into a least senior position at
17 successively lower levels within his/her current class series within
18 the layoff unit. In addition, when there is more than one work unit
19 within the layoff unit, the unit employee may also have the same
20 bumping option within his/her work unit.

21 (3) If (2) is unavailable, the unit employee shall have the option of
22 bumping into a least senior position at successively lower levels
23 within his/her current class series statewide.

24 Work unit is defined as a facility or building or a group of offices
25 within a building to which bargaining unit employees regularly
26 report for work.

27 The parties agree that where a position requires court testimony as
28 an expert witness as an element of the job, the unit employee must
29 possess the education, experience and training to be recognized by
30 a court as an expert witness in the specialty area of the position.

31 l. Department of Transportation:

32 (1) A unit employee shall bump into the least senior position in his/her
33 current class and level within the subunit.

34 (2) If (1) is unavailable, a unit employee shall bump into the least
35 senior position in his/her current class and level within the layoff
36 unit.

37 (3) If (1) and (2) are unavailable, a unit employee shall have the option
38 of bumping into the least senior position within his/her current class
39 and level statewide or bumping into the least senior position at

1 successively lower levels within his/her current class series within
2 the layoff unit.

3 (4) If (3) is unavailable a unit employee shall bump into the least senior
4 position, within his/her current class series at successively lower
5 levels statewide.

6 m. Department of Treasury:

7 (1) A unit employee shall bump into the least senior position in his/her
8 current class and level statewide.

9 (2) If (1) is unavailable, a unit employee shall bump into the least
10 senior position, within his/her current class series at successively
11 lower levels statewide.

12 J. Recall Lists: Definitions. For purposes of this Article the following definitions
13 apply:

14 1. The Primary Class is the class and level from which a unit employee is
15 initially laid off or bumped.

16 2. The Secondary Class is a class and level in the Bargaining Unit, other
17 than the primary class, in which the unit employee has achieved Civil
18 Service status or has satisfactorily completed the required probationary
19 period (2,080 hours), and any lower level class in that class series.

20 3. A Layoff Unit Recall List is a list of each layoff unit, by class and level, of
21 each unit employee who has been laid off or bumped from a position in
22 that Layoff Unit, and for which he/she is eligible under subsections 1 and 2
23 hereinabove, and has requested recall to such class and level.

24 4. A Departmental Recall List is a list by class and level, and by Layoff Unit
25 of each unit employee who has been laid off or bumped from a position in
26 that Department, and for which he/she is eligible under subsections 1 and
27 2 hereinabove and has requested recall to such class, level, and layoff
28 unit.

29 5. A Statewide Recall List is a list by class and level, and by county of each
30 unit employee who has been laid off or bumped from a position in the
31 state classified service, and for which he/she is both eligible under
32 subsections 1 and 2 hereinabove and has requested recall to such class,
33 level, and county.

34 K. Construction of Lists.

35 1. Primary Class. Each unit employee who is laid off from state employment,
36 or who bumps to a lower level within his/her class series, or to a former
37 class series, shall have the right to have his/her name placed upon the
38 Layoff Unit Recall List for the class and level from which he/she has been

- 1 laid off or bumped (Primary Class). [See Appendix E for Recall Request
2 Forms.]
- 3 2. Secondary Class. In addition, such unit employee shall have the right,
4 upon written request to his/her Appointing Authority, to have his/her name
5 placed upon the Layoff Unit Recall List for a Secondary Class, if eligible.
- 6 3. Departmental Recall List. Such unit employee shall also have the right,
7 upon written request as above, to have his/her name placed on the
8 Departmental Recall List for the Primary and Secondary Classes for which
9 he/she is eligible, for each Layoff Unit in the Department at which he/she
10 will accept recall.
- 11 4. Statewide Recall List. Such unit employee upon written request to his/her
12 Appointing Authority as provided above, shall have the right to have
13 his/her name placed on the Statewide Recall List for the Primary and
14 Secondary Class for which he/she is eligible, for each county to which
15 recall would be accepted.
- 16 5. Addition/Deletion. A unit employee may add or delete his/her name from
17 any Recall List without penalty at any time prior to being recalled, by
18 giving written notice of such request to his/her Appointing Authority.
19 Similarly, without penalty, a unit employee may also add or delete a Layoff
20 Unit or county to which he/she had requested recall prior to being recalled.
- 21 L. Recall from Layoff. The provisions of this Section shall be applied subject to
22 the exceptions listed in Section H(3) above of this Article. Notice of recall shall
23 be sent to the unit employee at his/her last known address by registered or
24 certified mail.
- 25 1. The Employer shall recall the most senior unit employee who is on the
26 Layoff Unit Recall List for such classification and level prior to filling a
27 vacancy with a candidate from outside of the department.
- 28 2. If no unit employee is on such layoff unit recall list, the Employer shall
29 recall the most senior unit employee from the Departmental Recall List for
30 the class and level who has designated the Layoff Unit in which the
31 vacancy exists as one to which he/she will accept recall.
- 32 3. If no unit employee is on such Departmental Recall List, the Employer
33 shall recall one (1) of the three (3) most senior unit employees from the
34 Statewide Recall List for the class and level who have designated the
35 county in which the vacancy exists as one to which he/she will accept
36 recall.
- 37 4. The unit employee's right to recall shall exist for a period of up to five (5)
38 years from the date of layoff.
- 39 5. Forensic Scientist 12 positions in the Department of State Police require
40 court testimony as an expert witness as an element of the job. The unit

1 employee must possess the education, experience and training to be
2 recognized by a court as an expert witness in the specialty area of the
3 position.

4 M. Removal of Name From Recall Lists. If a unit employee fails to respond within
5 ten (10) calendar days from the date of mailing of the recall notice his/her
6 name shall be removed from recall lists. In addition, his/her name shall be
7 removed from recall lists as provided below:

8 1. A unit employee who refuses recall to employment in his/her Layoff Unit in
9 his/her Primary Class shall be removed from all recall lists as a voluntary
10 resignation.

11 2. A unit employee who accepts recall to employment in his/her Layoff Unit
12 and his/her Primary Class shall be removed from all recall lists.

13 3. A unit employee who refuses or accepts recall to a Secondary Class on
14 the Layoff Unit recall list shall be removed from all lists for such Secondary
15 Class.

16 4. A unit employee who refuses or accepts recall to a Primary or Secondary
17 Class on a Departmental Recall List shall be removed from the list(s) for
18 such class except at the Layoff Unit from which he/she was laid off.

19 5. A unit employee who refuses or accepts recall to a Primary or Secondary
20 Class on a Statewide Recall List shall be removed from such list.

21 6. In the event a recall notice as provided in Section L above is returned to
22 the Employer as not received or as refused by the unit employee, that unit
23 employee shall be deemed to have refused to accept recall.

24 7. A unit employee who failed to respond to a recall notice and who
25 subsequently was removed from recall lists, may, within thirty (30)
26 calendar days of such removal, request reinstatement on all appropriate
27 recall lists in writing. After establishment of valid reasons for the failure to
28 respond, the unit employee shall be reinstated on all appropriate recall
29 lists, but shall have only future recall rights.

30 N. Temporary Recall. In accordance with the provisions of this Article, unit
31 employees may designate agreement in writing to be recalled by
32 Department/Agency Layoff Unit on a temporary basis when laid off.
33 Temporary recall shall also be on the basis of seniority. A unit employee who
34 fails or refuses to accept temporary recall to a layoff unit previously
35 designated shall be removed from that list. Removal from a Temporary Recall
36 List shall be effected when a unit employee refuses temporary recall, but shall
37 not affect the unit employee's place on a Permanent Recall List.

38 O. Layoff and Recall Information to the Union. The departmental Employer
39 agrees to provide copies of relevant portions of seniority lists which the
40 Employer uses to complete the layoff process. The departmental Employer

1 further agrees to provide to the Union, upon written request, copies of any
2 recall list(s) which were used to recall unit employees.

3 P. Temporary Layoffs. Application of temporary layoffs. Temporary layoff may be
4 invoked by the Employer under paragraph A above.

5 1. Application.

6 a. Temporary layoff shall not exceed six (6) days per fiscal year.

7 b. Unit employees shall be laid off by inverse seniority order within the
8 affected layoff unit(s) or; in a circumstance where not all work sites in a
9 layoff unit are involved, by inverse seniority order within the work site;
10 however, where the Employer determines to temporarily lay off all of
11 the unit employees in a Layoff Unit, it may do so provided that:

12 (1) The cumulative period does not exceed six (6) days per Fiscal
13 Year; and

14 (2) All unit employees in the Layoff Unit shall be laid off in
15 approximately equal numbers for an equal number of days.

16 c. Waiver. A unit employee who is temporarily laid off shall not be entitled
17 to any leave balance payoffs, to bump to any other position, nor to be
18 placed on any recall list or be recalled to any position other than the
19 one from which the unit employee was temporarily laid off. The
20 maximum advance notice possible under the circumstances shall be
21 provided.

22 d. The Employer will continue to pay its share of the premium for group
23 insurance programs for any unit employee placed on temporary layoff,
24 provided the unit employee prepays his/her share of the premium.
25 Accumulated annual leave and sick leave balances will be frozen
26 during the period of the temporary layoff.

27 2. Seniority. An employee who is temporarily laid off pursuant to this Section
28 will not lose continuous service hours for purposes of seniority and fringe
29 benefit accrual. A temporarily laid off employee will not be paid.

30 3. Notice Requirements. The parties agree that notwithstanding the notice
31 requirements contained in Article 12, the temporary layoff notice
32 requirements are as follows:

33 a. Notice to the Union. The Employer will give the Union at least (14)
34 calendar days written notice of the date or dates on which the
35 Employer plans to implement temporary layoffs of all or some
36 bargaining unit employees.

37 b. Notice to Employees. The Department or Agency will give written
38 notice to the employees to be laid off at least fourteen (14) calendar
39 days before the first day of layoff. The Department or Agency will give

the Union concurrent notice of employee names and, to the extent feasible, work location.

- c. Exempted Work Location Notice. If a work location is completely exempted from temporary layoff, the Department or Agency will post a notice so stating at least seven (7) calendar days before the first day of layoff.

Q. Benefit Continuation During Layoff.

1. Unit employees laid off as a result of a reduction in force may elect to prepay their share of premiums for medical, dental, vision and life insurance for two (2) additional pay periods after layoff by having such premiums deducted from their final pay checks. The State will pay the state's share of the premium for medical, dental, vision and life insurance for these two (2) pay periods for unit employees electing this option. Election of this option shall not affect the laid off unit employee's eligibility for health and life insurance coverage for twelve (12) months subsequent to layoff by directly paying the entire premium, as per current practice for the remaining eleven (11) months of the one (1) year period.
2. Unit employees who are laid off, at the time of layoff, may elect to continue enrollment in the Group Basic and Major Medical Plan (or alternative plan) by paying the full amount (100%) of the premium. Such enrollment may continue until the unit employee is recalled or for a period of three (3) years, whichever occurs first. Such unit employees may also elect to continue enrollment in the Group Dental and/or Group Vision plans by paying the full amount (100%) of the premium. Such enrollment may continue until the unit employee is recalled or for a period of eighteen (18) months, whichever occurs first. In accordance with paragraph 1 of this Section, the Employer shall pay the Employer's share of such premiums for two (2) pay periods for unit employees selecting these options.

R. Annual Leave.

1. Laid off unit employees who are rehired from layoff to a permanent position in a different Department/Agency may elect to buy back up to eighty (80) hours of accrued annual leave which had been paid off. Unit employees recalled to the Department/Agency from which they were laid off may elect to buy back any portion of annual leave up to the amount paid off. Unit employees electing this option shall buy back annual leave at the returning rate of pay. Such payment shall be made to the Department/Agency making the original payoff. Such option may be exercised only once per recall, and must be exercised during the first thirteen (13) pay periods of the recall/rehire.
2. A unit employee separated by reason of layoff may elect to freeze annual leave up to the accrued balance at the time of layoff. Such balance shall be retained until the unit employee elects to be paid off for the balance or

1 until the unit employee's recall rights expire, whichever occurs first. Payoff
2 shall be at the unit employee's last rate of pay.

3 **Article 13**

4 **TRANSFER**

5 A. Definitions.

6 1. Transfer. A change of assignment of a unit employee at the unit
7 employee's request or initiative.

8 2. Assignment. The particular position at or from a particular work location
9 (or work site) as determined by the Employer.

10 3. Reassignment. A permanent change of a unit employee's assignment
11 made by the Appointing Authority at the Appointing Authority's initiative. In
12 the event a unit employee is reassigned and refuses reassignment, they
13 are permitted to place their name on a recall for the county from which
14 they were reassigned.

15 4. Vacancy. A permanent position which the Appointing Authority is seeking
16 to fill. A position from which a unit employee has been laid off is not a
17 vacancy.

18 B. Right of Assignment. The Appointing Authority shall have the right and
19 responsibility to assign and reassign unit employees in accordance with
20 departmental needs.

21 C. Transfer. In order to enable unit employees to be considered for vacancies
22 the Appointing Authority intends to fill, the Appointing Authority shall establish
23 vacancy transfer lists in accordance with the provisions specified below.

24 1. Transfer List. Unit employees shall be entitled to have their names placed
25 on the vacancy transfer list. Such written requests may be submitted to
26 the appropriate Human Resource Office on a continuing basis. Requests
27 received by the 20th of a month shall become effective on the 1st of the
28 following month. All such requests must be made in accordance with
29 departmental procedures. The list compiled as a result of the requests
30 received shall expire at the end of the calendar year.

31 2. Transfer lists shall be maintained by county or division within a county, if
32 applicable. Unit employees may make themselves available for transfer to
33 up to five (5) counties, and may include a different division within the
34 county in which they currently work. If a unit employee declines a transfer
35 to a county which he/she has requested after being interviewed for a
36 position, the Appointing Authority may remove such unit employee from
37 the transfer list for that county. A unit employee may at any time remove
38 his/her name from a transfer list by written notice to the Appointing
39 Authority.

1 3. When the Appointing Authority intends to fill a permanent vacancy, it is
2 agreed that the Employer will select one of the three most senior journey
3 level members from the transfer list to fill the initial vacancy. An initial
4 vacancy is defined as a newly established position or a vacant position
5 where the prior incumbent was separated or promoted. If less than three
6 names appear on the list then the Employer may supplement the list. If
7 less than three names appear on the transfer list, then those remaining
8 employees will be guaranteed an interview. If more than three names
9 appear on the transfer list and one or more employee(s) voluntarily
10 removes his/her name from consideration, or is not considered as
11 provided in Section C(4) below, the Employer will select one of the three
12 most senior journey level members remaining on the list. This process is
13 only for vacancies at the journey level, with the exception of the
14 Departments listed and set forth below, and only refers to the initial
15 vacancy. The parties agree that in the Department of State Police this
16 process is only for vacancies at the 12 level.

17 In the Department of State Police, the parties further agree that where a
18 position requires court testimony as an expert witness as an element of
19 the job, the unit employee must possess the education, experience and
20 training to be recognized by a court as an expert witness in the specialty
21 area of the position.

22 In the Department of Agriculture and Rural Development the parties agree
23 that this process is also available for employees at the 12 level to transfer
24 to a 12 level vacancy in the same classification, in the same program and
25 in the same division of the department.

26 In the Department of Community Health, the parties agree that this
27 process is also available for Pharmacists at the 12 level to transfer to a
28 vacancy at the 12 level in the same department.

29 In the Department of Corrections, the parties agree that this process is
30 also available for Pharmacists at the 12 level to transfer to a vacancy at
31 the 12 level in the same department.

32 In the Department of Environmental Quality, the parties agree that this
33 process is also available for employees at the 12 level to transfer to a
34 vacancy at the 12 level as specifically stated below:

35 Air Quality Division – same classification within the division;

36 Office of Environmental Assistance – senior worker to senior worker in
37 the same classification within the division;

38 Water Resources Division – Geologists within the division;

39 Office of Oil, Gas, and Minerals – Geologists within the division; and,

1 Remediation and Redevelopment Division -- in the same classification
2 within field operations within the division; transfer is not available to 12
3 level Toxicologists.

4 In the Department of Licensing and Regulatory Affairs, the parties agree
5 that this process is available for employees at the 12 level to transfer to a
6 12 level vacancy in the same classification within the MIOSHA program or
7 within the same division of the department.

8 In the Department of Technology, Management and Budget, the parties
9 agree that this process is also available for Building Construction Project
10 superintendents at the 12 level to transfer to a vacancy at the 12 level in
11 the same department.

12 In the Department of Military and Veterans Affairs, the parties agree that
13 this process is also available for employees at the 12 level to transfer to a
14 vacancy at the 12 level in the same classification, and in the same
15 program area of the department.

16 In the Department of Natural Resources, the parties agree that this
17 process is only available for employees at the 12 level to transfer to a
18 vacancy at the 12 level as specifically stated below:

19 Licensed Land Surveyors within the same division;

20 Landscape Designers within the same division;

21 Senior Worker Fisheries Biologists in the same program area within
22 the same division; and,

23 Foresters in the forest resource management program areas may
24 transfer within the disciplines in this section.

25 In the Department of Transportation, the parties agree that this process is
26 only available for employees at the 12 level to transfer to a vacancy at the
27 12 level as specifically stated below:

28 Architects in the same support (program) area and within the same
29 division; and,

30 Licensed Land Surveyors and Transportation Engineers in the same
31 specialty (program) area.

32 4. Exceptions. The Employer shall not be required to consider any of the
33 following employees for transfer from a transfer list:

34 a. An initial or continuing probationary employee;

35 b. An employee with a less than satisfactory interim rating in effect;

36 c. An employee who has transferred from a transfer list within the last 6
37 months.

5. Hardship Transfers. Hardship transfers to another county may be granted, if certified by the Union, if a legitimate hardship exists and if the transfer would not impair the operational effectiveness of the Department. For purposes of this Section, hardship means the health condition of the employee or a member of employee's immediate family, as defined in Article 22-B.1, requiring the employee's presence in another county for an extended period of time. There must be an existing vacancy which the Department intends to fill to which the employee is being transferred. Relocation expenses are not paid for hardship transfers.

All hardship transfer requests shall be in writing and set forth the circumstances of the request. The Union agrees that approval or disapproval of hardship requests shall not be grievable beyond Step Two of the grievance procedure.

6. The Appointing Authority shall not pay relocation expenses when the Appointing Authority fills the vacancy from the transfer list.

7. The provisions of this Section shall apply only to transfers between positions at the unit employee's current class and level and positions within the unit employee's current Department.

8. Upon request of either party, the parties agree to meet and resolve any issues that arise.

D. Reassignments to Avoid Layoffs. If the Employer plans to reassign Bargaining Unit employees to avoid the necessity of layoffs, at least ten days prior to any such reassignments, the Employer shall publish a list of positions within the affected division(s) into which employees will be reassigned for the review of the affected employees. A copy of the list will be sent to the Union within three days of publication. Interested affected Bargaining Unit employees in the affected division shall have five days to submit their names for consideration. The Employer will take any responses into consideration if such reassignments take place.

Article 14

NON-DISCRIMINATION

A. The Employer agrees to continue its policy of opposing all forms of illegal discrimination based on race, color, national origin, sex, age, height, weight, marital status, religion, partisan considerations, or a disability or genetic information that is unrelated to the person's ability to perform the duties of a particular job or position. In addition, the Employer agrees not to discriminate on the basis of sexual orientation.

B. The Union agrees to continue its policy of admitting all unit employees otherwise eligible for membership and to represent all members without regard to race, color, national origin, sex, sexual orientation, age, height, weight, marital status, religion, partisan considerations, or a disability or

1 genetic information that is unrelated to the person's ability to perform the
2 duties of a particular job or position.

3 C. There shall be no discrimination, interference, restraint, or coercion by the
4 Union against any unit employee because of membership or non-membership
5 in, the payment or non-payment of any monies to, or the participation or
6 non-participation in the activities of, the Union, or because of any activity
7 permissible under either the Civil Service Rules and Regulations or this
8 Agreement.

9 **Article 15 – A**

10 **EDUCATION AND PROFESSIONAL DEVELOPMENT**

11 A. Purpose. To establish procedures for reimbursement of unit employees for
12 the costs associated with continuing education through voluntary participation
13 in job related courses.

14 B. Application. The provisions of this Article shall apply to all unit employees on
15 a first come, first served basis in accordance with the terms specified herein.

16 C. Funds. The provisions of this Article shall be subject to the availability of
17 departmental funds. Upon request, the Union shall be entitled to receive
18 information regarding specific departmental tuition reimbursement
19 programs/policies. In addition to receiving such written information, the Union
20 may request a labor-management meeting with the Appointing Authority's
21 designated representative(s) to review such materials.

22 D. Requirements and Procedures.

23 1. Full-time employees are eligible to apply for reimbursement if they have
24 attained status, worked in a permanent position with the Department for at
25 least six (6) months and are in satisfactory performance standing prior to
26 the course starting date. Applicants must maintain assignment to a
27 permanent position and be on the payroll at the completion of the course
28 in order to qualify for reimbursement.

29 2. Application for reimbursement shall directly relate to the improvement,
30 change, or college degree in a field of work which is job related or in
31 preparation for a potential promotion which benefits the Department.

32 3. Accredited schools, institutes, academies, community colleges, colleges,
33 and universities shall be considered as approved educational centers.
34 Correspondence schools and "mail order" institutions will not be
35 considered acceptable institutions for purposes of reimbursement.

36 4. Partial (50%) reimbursement may be provided for accredited job-related
37 courses properly pre-authorized for reimbursement upon receipt of written
38 verification of successful course completion with a minimum grade of C or
39 its equivalent. Such reimbursement shall be applicable to expenditures for
40 tuition, books and lab fees. Verification of successful course completion

1 shall be an authentic copy of the grade report. Such verification must be
2 submitted within thirty (30) days of completion of the course. Incomplete
3 courses and/or deferred grades will not qualify for reimbursements for
4 tuition, books or lab fees.

5 5. No reimbursement will be made for travel, meals, lodging, or other
6 miscellaneous fees or expenses.

7 6. No unit employee shall receive reimbursement for more than two (2)
8 courses in any one (1) semester or term.

9 7. For unit employees receiving tuition payments, stipends or education
10 grants from any other government agency or government source or from
11 any scholarship source, reimbursement under this Article will be limited to
12 that portion of the tuition which exceeds the amount of such payments,
13 stipends or grants. Prior to receipt of any reimbursement under this article,
14 employees are required to disclose to the employer reimbursement from
15 all sources of funding for costs associated with the same course,
16 regardless of when payment is, or will be, received. The combination of
17 payment from tuition reimbursement (Article 15-A) and the Professional
18 Development Fund (Article 15-B) shall not exceed 100% of the costs
19 associated with the course.

20 E. Educational Release Time.

21 1. Unit employee initiated educational release time may be granted by the
22 Appointing Authority for course attendance during the unit employee's
23 normal work hours subject to the following provisions:

24 a. The course is not otherwise available;

25 b. The course and unit employee qualify under paragraph D;

26 c. The supervisor has determined that course attendance will not
27 interfere unduly with work assignments and their timely and
28 satisfactory completion;

29 d. Such release time must be authorized by the appropriate Bureau
30 Director and Department Personnel Officer.

31 2. Development of Adjusted Work Schedule:

32 a. Estimated travel time must accompany course attendance time and be
33 included in total educational release time requested;

34 b. Adjusted schedule must indicate how release time is to be made up:

35 (1) Schedule developed must provide for minimal interference with
36 on-going work assignments.

- 1 (2) Schedule developed must ensure that make up time is scheduled in
2 productively efficient segments.
- 3 (3) A complete eighty (80) hour pay period must be actually accounted
4 for in each biweekly period.
- 5 (4) Schedule must be approved by immediate supervisor.
- 6 c. The unit employee will be responsible for all expenses and course
7 attendance time, inclusive of travel expenses and time, except as
8 possibly reimbursed under paragraph D.
- 9 d. Emergency work situations requiring the unit employee's presence at
10 work or court attendance requirements shall in all cases take
11 precedence over class attendance.
- 12 F. Conference Attendance. Effective October 1, 1996, unit employees shall be
13 entitled to up to four (4) days administrative leave of absence within any two
14 consecutive fiscal years subject to the following conditions:
- 15 1. The conference must be directly related to the unit employee's
16 professional development and must directly relate to the unit employee's
17 employment with the state.
- 18 2. Prior approval of the unit employee's immediate supervisor shall be
19 required. Operational needs and scheduling requirements may preclude
20 attendance.
- 21 3. The Employer shall not be obligated to pay any fees, expenses, or any
22 other costs associated with attendance at such conference.
- 23 4. It is understood that the four days is not to be construed as a limitation of
24 conference attendance for Bargaining Unit employees, but rather a
25 minimum number of days available for conferences or training in addition
26 to those conferences or training sessions that the Department has
27 authorized members to attend.
- 28 5. Provisions of this Section do not apply to attendance at functions related
29 to any aspect of the Union's exclusive representation function, and shall
30 not apply to any conference which the unit employee is required by the
31 Employer to attend.
- 32 The decision of the Employer to grant or deny attendance at any conference
33 shall not be precedential.
- 34

Article 15 – B

PROFESSIONAL DEVELOPMENT FUND

A. Amount. The amounts for the listed fiscal years are as follows:

1. Effective October 1, 2014, or as soon thereafter as administratively feasible, the Employer shall add \$125,000 to the Professional Development Fund to be administered jointly by the Union and the Employer.
2. Effective October 1, 2015, or as soon thereafter as administratively feasible, the Employer shall add \$150,000 to the Professional Development Fund to be jointly administered by the Union and the Employer.
3. Money not used in any given fiscal year will carry over to the next fiscal year.

B. Eligibility. The following conditions shall apply to eligibility for reimbursement from the fund.

1. The employee must have successfully completed his/her first 1,040 hours of state service and must be in satisfactory performance status prior to receiving approval from the fund.
2. The employee shall notify the supervisor and request leave to attend the conference, training or seminar prior to the time that he/she requests Union approval for reimbursement from the Professional Development Fund. Such leave requests shall not be unreasonably denied.
3. Operational needs of the Employer may preclude leave approval. However, if such approval has been granted and the employee has expended funds in reliance upon the leave approval, and the leave approval is subsequently rescinded, the Department shall reimburse the employee for the amount the employee has expended.
4. The Department is under no obligation to approve administrative leave.
5. The employee will comply with all DMB requirements for filing reimbursement requests. Reimbursements from the PDF are subject to the provisions of the Standardized Travel Regulations (STR), unless otherwise agreed by the Union and the Employer, and the Internal Revenue Code. Reimbursement from the tuition reimbursement program of the PDF is available only to employees who agree to continue employment with the State of Michigan for a minimum of one year after completion of the event being reimbursed. Courses or training submitted for reimbursement shall directly lead to improvement, change, or a college degree in a field of work, which is job related or leads to preparation for a potential promotion which benefits the department.

1 6. Tuition reimbursement from the PDF shall not exceed 100% of the costs
2 associated with the course when combined with tuition reimbursement
3 under Article 15A.

4 7. Failure to comply with any of the provisions of the PDF may be cause for
5 forfeiture of the employee's previous approval.

6 C. The following conditions shall apply to the joint administration of the PDF by
7 the Union and the Employer:

8 1. The Union and the Employer agree that processing requests for
9 reimbursement is a priority. The Employer agrees to process PDF
10 requests as they are received from the Union. By doing so, a completed
11 request will not take any longer than eight working days to submit to the
12 Department of Management and Budget. If a situation occurs that will
13 cause the Employer to miss the eight day time frame, the Employer will
14 formally notify the Union in writing of the reason for the delay.

15 2. This Article is not affected by Executive Directive 2003-17 that restricted
16 travel by state employees.

Article 16

PROFESSIONAL FEES AND SUBSCRIPTIONS

19 A. If the Employer requires an employee to become a member of a professional
20 organization or if the Employer requires an employee to subscribe to a
21 professional journal, the Employer agrees to pay such fees, dues or
22 subscriptions.

23 Any such professional journals shall be sent to the employee at the
24 employee's work address, shall be shared with employees at the work site
25 and shall be considered the property of the Employer. In the event that the
26 subscribing employee leaves his/her position, such subscription shall become
27 the property of the Employer.

28 B. If the Employer pays dues or fees for membership, such membership shall be
29 considered to belong to the Employer and any benefit accruing therefrom
30 shall be shared with employees at the work site. In the event that an
31 employee for whom such membership was purchased terminates his/her
32 employment at the work site, the Employer reserves the right to cancel such
33 membership or transfer such membership to another employee.

34 C. Unit employees who maintain a license or professional certificate will be
35 eligible for reimbursement of the attendant fees under the following
36 conditions:

37 1. The license or professional certificate is required by the state for continued
38 state employment.

2. The Appointing Authority has a specific written policy which prohibits the employee from engaging in outside employment (including self-employment for a fee) in activities requiring the possession of a license or professional certificate for which the state reimburses the employee.
3. The Appointing Authority may reimburse qualified unit employees upon documentation of the criteria specified in Sections A and B.
4. Reimbursements shall be processed in accordance with Department of Technology, Management and Budget, Office of Accounting Procedures.

Article 17

TRAVEL EXPENSE REIMBURSEMENT

- A. Travel Expense Reimbursement. In accordance with the Standardized Travel Regulations issued by the Departments of Civil Service and Management and Budget, and the general procedures of the Vehicle and Travel Services, except as expressly provided otherwise in this Article, unit employees shall be entitled to travel reimbursements with supporting receipts, for actual expenses incurred up to the maximum allowed at the rates in effect on the date(s) of the travel.
- B. Reimbursement Rates - Effective January 1, 2013 (Rates Are Subject to Change)

1. <u>Michigan Select Cities</u>	Maximum
a. Meals And Lodging	
(1) Lodging	\$75.00 (Plus Taxes)
(2) Breakfast	\$8.75
(3) Lunch	\$8.75
(4) Dinner	\$21.00
2. <u>In-state All Other</u>	Maximum
a. Meals and Lodging	
(1) Lodging	\$75.00 (Plus Taxes)
(2) Breakfast	\$7.25
(3) Lunch	\$7.25
(4) Dinner	\$16.50
b. Per Diem System	
(1) Per Diem	\$76.50

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1	(2) Lodging	\$45.50	
2	(3) Breakfast	\$7.25	
3	(4) Lunch	\$7.25	
4	(5) Dinner	\$16.50	
5	c. Group Meetings		
6	Lunch	\$10.25	
7	3. <u>Out-of-state Select Cities</u>		
8	a. Meals and Lodging		
9	(1) Lodging	***contact	Conlin Travel for reservation
10	(2) Breakfast	\$11.00	
11	(3) Lunch	\$11.00	
12	(4) Dinner	\$22.00	
13	4. <u>Out-of-state All Other</u>		
14	a. Meals and Lodging		
15	(1) Lodging (Actual Support by Receipts)	***contact	Conlin Travel
16	for reservation		
17	(2) Breakfast	\$8.75	
18	(3) Lunch	\$8.75	
19	(4) Dinner	\$20.50	
20	b. Per Diem System		
21	(1) Per Diem	\$83.50	
22	(2) Lodging	\$45.50	
23	(3) Breakfast	\$8.75	
24	(4) Lunch	\$8.75	
25	(5) Dinner	\$20.50	
26	c. Tips and Incidental Costs per Day	\$2.00	
27	5. <u>Mileage Rates - Private Car</u>		
28	a. Approved Private Car Use	Current IRS Rate	
29	b. Employee Electing to Drive Private Car in Lieu of Available State Car		

2 Based upon operational needs, the Employer may require an
3 employee to travel in a state vehicle while on state business.

15 C. Exceptions. Exceptions to the travel rates may be granted by the Department
16 of Civil Service or the Department of Management and Budget, Vehicle and
17 Travel Services, in accordance with the Standardized Travel Regulations.
18 Lodging costs in excess of the maximum state rate will be reimbursed by the
19 Employer as long as the hotel reservation was secured through the Employer
20 contracted travel agency.

28 The parties agree to work cooperatively to insure that the exception provision
29 is appropriately applied when the circumstances justify an exception.

33 Article 18

35 A. Involuntary Reassignment. Employees who meet all the criteria listed in
36 paragraph A.1-3., who demonstrate their intent to move their residence closer
37 to the new work location as a direct result of the reassignment, shall be
38 eligible for the relocation benefits provided in subsections B through G below.

Article 18

- 1 eligible for relocation expenses, they shall receive reimbursement for
2 relocation expenses, as provided in Subsections C, D, F and G below, after
3 they begin working at the new work location. Such employees are not eligible
4 for temporary travel expense in Subsection B below. In the event the
5 reassignment to the new work location is cancelled for any reason, no
6 relocation expense reimbursement will be made and no relocation benefits
7 will be paid.
- 8 1. Satisfactorily completed his/her first 1,040 hours of state service;
9 2. Have commenced their first work assignment and thereafter are
10 involuntarily reassigned to a new work location more than twenty-five (25)
11 miles away; and
12 3. Agree to continue employment at the new work location for a minimum of
13 one (1) calendar year after reassignment.
- 14 B. Temporary Travel Expense. From the effective date of reassignment, the
15 reassigned employee will be allowed meal and lodging expense
16 reimbursement at rates in effect pursuant to Article 17, for up to sixty (60)
17 calendar days at the new work location or until such time as the employee
18 changes residence, whichever is less. In case of hardship in securing or
19 occupying a new residence the Employer may, at its full discretion and as
20 determined on an individual case by case basis, grant an extension of up to
21 sixty (60) calendar days, but in no case shall the total period exceed one
22 hundred eighty (180) days. Employees returning to their residence at the prior
23 work location during the sixty (60) day period (or its extension) will be
24 reimbursed for the lesser of:
- 25 1. The total of breakfast, lunch and dinner during those days; or
26 2. Mileage charges for a personal car used in such commuting for the actual
27 mileage between the points at the approved private car rate.
- 28 C. Travel Expenses to Secure Housing. A reassigned employee and one (1)
29 additional family member shall be allowed up to three (3) round trips to a new
30 official work location for the purpose of securing housing. Travel, lodging and
31 meals costs will be reimbursed up to a maximum of nine (9) days in
32 accordance with the rates in effect pursuant to Article 17 of this Agreement.
33 Reimbursement will occur only after the eligible employee has begun work at
34 their new work location.
- 35 D. Leave Time for Moving. An eligible employee shall be allowed two (2) days off
36 without loss of pay for completing the move. This Section shall not be
37 construed to relieve the employee from any responsibility to report for work
38 punctually and in a condition ready for work. An eligible employee who elects
39 to relocate their residence prior to beginning work at the new work location, in
40 accordance with Section A above, and who chooses to complete the move
41 during regularly scheduled work time, shall be required to take annual leave.

1 Reinstatement of up to two (2) days of annual leave will occur only after the
2 eligible employee has begun work at their new work location.

3 E. Required Housing. Unit employees who are moving into required housing will
4 ordinarily not qualify for house hunting expenses or temporary living
5 expenses at the new work station as outlined in subsections B and C above.
6 If there are extenuating circumstances which arise requiring these expenses,
7 such expenses may be reimbursed upon approval of the Appointing Authority.

8 F. Moving of Household Goods.

9 1. The Employer will pay the transportation charges for normal household
10 goods up to a maximum of fourteen thousand (14,000) pounds for a move.
11 Charges for weight in excess of fourteen thousand (14,000) pounds must
12 be paid directly to the mover by the employee.

13 a. Household Goods: Includes all furniture, personal effects and property
14 used in a dwelling, and normal equipment and supplies used to
15 maintain the dwelling except automobiles, boats, camping vehicles,
16 firewood, fence posts, tool sheds, motorcycles, snowmobiles,
17 explosives, or property liable to impregnate or otherwise damage the
18 mover's equipment, perishable food-stuffs subject to spoilage, building
19 materials, fuel or other similar non-household good items.

20 b. Packing: The Employer will pay up to eight hundred dollars (\$800) for
21 packing and/or unpacking breakables. In addition to the above packing
22 allowances, the Employer will pay the following accessorial charges
23 which are required to facilitate the move: appliance services; piano or
24 organ handling charges; flight, elevator, or distance carrying charges;
25 extra labor charges required to handle heavy items, e.g. pianos,
26 organs, freezers, pool tables, etc. Arrangements for paying any
27 additional packing requirements must be made and paid for by the
28 employee only.

29 c. Insurance: The carrier will provide insurance against damage up to
30 sixty cents (\$.60) per pound for the total weight of the shipment. The
31 Employer will reimburse the employee for insurance costs not to
32 exceed an additional sixty-five cents (\$.65) per pound of the total
33 weight of the shipment.

34 d. Enroute Charges: Charges for stopping in transit to load or unload
35 goods and the cost of additional mileage involved to effect a stop in
36 transit shall be paid by the employee. Extra labor required to expedite
37 a shipment at the request of the employee shall be paid by the
38 employee.

39 e. Mobile Homes: The Employer will pay the actual reasonable cost for
40 moving a mobile home if it is the employee's domicile, plus a maximum
41 of one thousand dollars (\$1,000) allowance for blocking, unblocking,

securing contents or expando units, installing or removal of tires (on wheels) on or off the mobile home, and removal or replacement of skirting will be paid by the Employer when accompanied by receipts. Actual moving costs include only the transportation cost, escort services when required by a governmental unit, special lighting permits, tolls and/or surcharges, but excludes moving of fuel tanks, out buildings, swing sets, etc., that are not secured inside the mobile home.

Utility connections to existing utilities within an established mobile home park, up to \$200, when accompanied by receipts. ("utility connections" means connecting to existing electrical power, gas and water.)

Mobile home liability is limited to damage to the unit caused by the negligence of the carrier, and to contents up to a value of one thousand five hundred dollars (1,500). Additional excess valuation and/or hazard insurance may be purchased from the carrier at the expense of the employee.

The repair or replacement of equipment of the mobile home i.e., tire, axles, bearings, lights, etc., are the responsibility of the employee.

2. Truck or Trailer. In lieu of a common carrier, the Employer will reimburse the employee for reasonable truck or trailer rental charges, tolls and required surcharges incurred by the employee where the employee moves himself/herself.

- G. Storage of Household Goods. The Employer will reimburse the employee for storage of household goods, as described in subsection F.1.a. above, for a period not in excess of sixty (60) days in connection with the reimbursable move, at either origin or destination, but only when housing is not readily available.

Article 19

HOURS OF WORK AND OVERTIME

- A. Biweekly Work Period. The work period is defined as eighty (80) hours of work normally performed on ten (10) week days within the fourteen (14) consecutive calendar days which coincide with biweekly pay periods.
- B. Work Day. The work day shall consist of twenty-four (24) consecutive hours commencing at 12:01 a.m.
- C. Work Shift. The work shift shall normally consist of eight (8) consecutive work hours which may be interrupted by a meal period. For purposes of this Article the following work shifts are defined:

Day Shift - Starts between 5:00 a.m. and 1:59 p.m.

1 Afternoon Shift - Starts between 2:00 p.m. and 9:59 p.m.

2 Evening Shift - Starts between 10:00 p.m. and 4:59 a.m.

3 D. Meal Periods. Work schedules may provide for the work shift to be broken at
4 approximately mid-point by an unpaid meal period of not less than thirty (30)
5 minutes. This shall not preclude work schedules which provide for an eight (8)
6 hour work day, inclusive of a meal period. The Employer may reasonably
7 schedule meal periods to meet operational requirements.

8 Wherever the department's objective of teamwork will not be unreasonably
9 disrupted by a one-half hour lunch period, if requested by a Scientific and
10 Engineering Unit employee, a one-half hour lunch period shall be scheduled.
11 In all other cases, where operationally feasible, a Scientific and Engineering
12 Unit employee's request to be scheduled for a one-half hour lunch period will
13 not be unreasonably denied. Denial of the request, or termination of approval,
14 shall not be grievable.

15 E. No Guarantee or Limitation. This Article is intended to be construed only as a
16 basis for scheduling, and shall not be construed as a guarantee or limitation
17 on the number of hours scheduled to be worked per day or per work period.

18 F. Overtime.

19 1. Eligible Unit Employees. (Cash Paid)

20 Unit employees at the 9 (IV) and 10 (V) levels or below the 10 position
21 comparison equivalent level shall be eligible for cash compensation for
22 overtime hours worked.

23 a. Overtime hours must be authorized by the Appointing Authority.

24 b. Authorized overtime payment shall be paid to eligible employees for
25 time worked in excess of forty (40) hours in a work week. "Time
26 worked" for purposes of calculating overtime payment does not include
27 sick leave or annual leave (with the exception of annual leave buy
28 back).

29 c. Premium payment shall not be duplicated (pyramided) for the same
30 hours worked. If a unit employee works on a holiday, overtime
31 compensation for the first eight (8) hours worked on the holiday is due
32 and payable only after forty (40) hours worked in a work week.

33 d. By mutual agreement between the unit employee and the Appointing
34 Authority, unit employees at the 9 (IV) and 10 (V) level may earn
35 compensatory time at the rate of time and one-half (1 1/2) for
36 authorized overtime hours worked or be paid time and one-half (1 1/2)
37 their hourly rate. Time worked for purposes of calculating time and
38 one-half (1 1/2) compensatory time or one and one-half their hourly rate
39 does not include sick leave or annual leave (with the exception of

annual leave buy back). If the Appointing Authority does not permit the unit employee to use accrued compensatory time credits before the end of the fiscal year in which credits have been earned, at the Appointing Authority's option, the unit employee may be paid in cash at the regular rate for the compensatory time credits unused at the end of the fiscal year.

2. Ineligible Unit Employees. (Compensatory Time)

Unit employees at the 11 (VI) benchmark level and above, or at the 11 position comparison level and above are not normally eligible for cash compensation for overtime hours worked. Such unit employees shall be eligible for compensatory time in accordance with the following provisions:

- a. Such ineligible unit employees shall be eligible to accumulate and liquidate on a straight time basis, compensatory time for all authorized hours worked in excess of eight (8) hours per day and eighty (80) hours per pay period. If the Employer schedules employees to work outside of the employees' normal work schedule of 8 hours per day, or the applicable number of hours per day pursuant to an approved alternate work schedule where available, the Employer will not require employees to adjust their hours to remain within 80 hours that pay period.
- b. A balance of no more than one hundred fifty (150) hours of authorized compensatory overtime can be carried, except for unit employees in the Department of Transportation.
- c. Compensatory time must be used before annual leave unless the employee is near the cap and would lose accrued annual leave.
- d. The value of compensatory time is for equivalent time off only. Under no circumstances shall payment be made for unused compensatory time.
- e. In the Departments of Natural Resources and Transportation current practice of accumulating compensatory time shall remain in effect.

3. Exception for Cash Payment to Ineligible Unit Employees.

At the sole discretion of the Appointing Authority, ineligible unit employees may receive cash payment for overtime hours only on an exception basis, in accordance with the following:

- a. Cash Payment Determination. The Appointing Authority determines that because of the nature of the work load in a particular departmental unit the payment of cash for overtime hours worked is necessary.
- b. Notice to Union. If such a determination is made, the Appointing Authority shall provide a notice to the Union with a copy to the Office of

the State Employer and the Civil Service Commission. The notice will include the reasons for exceptions, the names of affected unit employees, and the expected duration of the exception.

c. Calculation for Cash Payment. If the exception is made to pay ineligible unit employees for overtime, such unit employees shall be paid as follows for all hours worked in excess of eight (8) hours per day and eighty (80) hours per pay period:

(1) If their hourly rate, times one and one-half, is less than or equal to the premium overtime rate.

Established each year by the Civil Service Commission, the unit employee will be paid time and one half (1 1/2) their hourly rate for overtime.

(2) If their hourly rate, times one and one-half, is greater than the premium overtime rate established each year by the Civil Service Commission, they will be paid the premium rate or straight time, whichever is greater.

(3) As long as the premium payment of overtime rate established each year by the Civil Service Commission is equal to or greater than the maximum rate for the Transportation Engineer 12, times one and one-half, the parties agree to be governed by the Civil Service Commission established rate.

(4) If the maximum rate for the Transportation Engineer 12, times one and one-half, exceeds the premium rate established by the Civil Service Commission, the new rate shall be subject to negotiation by the parties.

(5) Premium payment shall not be duplicated (pyramided) for the same hours worked.

(6) "Hours worked in excess of eight (8) hours per day and eighty (80) hours per pay period" for purposes of calculating cash overtime payment for ineligible unit employees does not include sick leave or annual leave (with the exception of annual leave buy back).

4. DEQ-PEAS. Employees who are designated the Department of Environmental Quality as responsible for responding to the Pollution Emergency Alerting System (PEAS) shall receive cash payment in accordance with F.3(b) and (c) above for each emergency response which is not contiguous to the employee's regularly scheduled hours. At the beginning of each fiscal year, the employee may designate whether PEAS response compensation in accordance with this section will be made in cash or compensatory time.

G. Alternate Work Schedules.

- 1 Bargaining unit employees may request an alternate work schedule subject to
2 the following provisions:
- 3 1. An alternate work schedule is any work schedule requested by an
4 employee, other than a standard Monday through Friday, 8:00 a.m. to
5 5:00 p.m. schedule with a one (1) hour lunch period. The appointing
6 authority may determine that work schedules of five 8-hour days a week
7 other than 8:00 a.m. through 5:00 p.m. require only immediate supervisor
8 approval and/or an alternate work schedule request form need not be
9 completed for this option.
- 10 2. The primary purpose for providing alternate work schedules is to provide
11 flexible work hours which will mutually benefit departmental program
12 activities and employees' individual preferences. Operational needs, and
13 maintaining efficiency, productivity, and cost savings for the department
14 shall be considered in determining the benefit to the department program
15 activities. More specifically, the determination shall be based on criteria
16 such as, but not limited to, the following:
- 17 • Ability to provide sufficient program staffing during all hours of
18 operation and emergencies. (Note: the appointing authority may
19 determine that each unit shall provide for coverage on specific days
20 and during specific times such as Monday through Friday 8:00 a.m. to
21 5:00 p.m.);
 - 22 • Accessibility to other staff and the public;
 - 23 • Availability of individual staff to meet program and workload needs;
 - 24 • Maintenance of program productivity and efficiency levels at no
25 increase in cost;
 - 26 • Effects on the ability to meet specific program requirements;
 - 27 • Ability to provide full supervision where circumstances warrant as
28 determined by the appointing authority;
 - 29 • Facilities and operational circumstances;
 - 30 • Performance and attendance; and,
 - 31 • Accumulation of overtime or compensatory time.
- 32 3. Management shall have the discretion within the parameters of this
33 section to approve or deny an adjusted work schedule, or to rescind
34 previous approval with two pay periods notice. Rescission of an alternate
35 work schedule shall not be grievable; however, rescission must be based
36 upon one or more of the criteria listed in G(2) above.

1 In order to avoid rescinding approval of an alternate work schedule,
2 employees may agree to temporarily modify their alternate work schedule
3 to meet operational needs.

- 4 4. The alternate work schedule shall include a lunch period which may be
5 either ½ hour or 1 hour as approved by supervision. This does not
6 preclude an employee on occasion foregoing a lunch period with
7 supervisory approval.

- 8 5. Options. Exempt employees ("Y" code) may apply for the schedule options
9 below:

- 10 1. Four 9-hour days and one 4-hour day each week.
11 2. Alternating weeks consisting of five 8-hour days one week and four 9-
12 hour days and one 4-hour day in the second week.
13 3. Eight 9-hour days and one 8-hour day.
14 4. Four 10-hour days.
15 5. A flexible eighty hour pay period (work schedule adjusted within each
16 pay period).

17 Denial of requests for an alternate work schedule of either four 10-hour
18 days or a flexible eighty hour pay period shall not be grievable, but will,
19 however, be based on one or more of the criteria outlined in G(2) above
20 and will be handled on a case-by-case basis.

21 Non-exempt employees ("N" code) may apply for schedule options below:

- 22 1. Four 9-hour days and one 4-hour day each week.
23 2. Alternating weeks consisting of five 8-hour days one week and four 9-
24 hour days and one 4-hour day in the second week.

25 In addition, the appointing authority may make available four 10-hour days
26 per calendar week, or a forty (40) hour work week (work schedule
27 adjusted within each week).

- 28 6. Leave usage. Absences shall be covered with appropriate leave credits in
29 an amount equal to the employee's scheduled work hours for that day.

- 30 7. Holidays. When a recognized holiday falls on a day when the employee is
31 scheduled to work more than eight hours, the difference between the eight
32 hours holiday time and the scheduled time may be made up by annual or
33 compensatory leave, or the employee may go back to a normal 8 hours
34 per day, 5 day work week during that week or pay period. If the holiday
35 falls on the employee's scheduled day off resulting from the alternate work
36 schedule, the scheduled day off will be rescheduled.

1 8. Training. Schedules of employees required to participate in training may
2 be modified by supervision to a standard work period consisting of eight
3 hours a day, 5 days a week.

4 H. Voluntary Work Schedule Adjustment Program. Participation shall be on an
5 individual and completely voluntary basis. An employee may volunteer to
6 participate in the program by submitting a completed standard Voluntary
7 Work Schedule Adjustment Agreement form to his or her supervisor.
8 Employees continue to have the right, by not submitting a standard
9 agreement form, to not participate in any of the program's two plans.

10 Discretion to approve or disapprove an employee's request to participate in
11 Plan A and/or Plan C is reserved to the supervisor and Appointing Authority,
12 based upon whether such participation would adversely impact upon the
13 Department's operations and/or budget. In all other cases, once approved,
14 the individual agreement may be terminated by the Appointing Authority or
15 the employee upon giving ten (10) working days written notice to the other (or
16 less, upon agreement of the employee and the Appointing Authority).
17 Termination shall be at the end of the pay period. Termination of the
18 agreement by the Appointing Authority shall not be grievable.

19 Plan A. Biweekly Scheduled Hours Reduction.

20 1. Eligibility.

21 Only full-time employees who have satisfactorily completed at least 720
22 hours of state classified service shall be eligible to participate in Plan A.

23 2. Definition.

24 With the approval of the supervisor and the Appointing Authority, an
25 eligible employee may elect to reduce the number of hours for which the
26 employee is scheduled to work by one (1) to sixteen (16) hours per pay
27 period. The number of hours by which the work schedule is reduced shall
28 remain constant for the duration of the agreement. The employee may
29 enroll for a minimum of one (1) pay period. The standard hours per pay
30 period for the employee to receive the benefits of paragraphs A.3 and A.4.
31 below shall be adjusted downward from eighty (80) by the number of
32 hours by which the work schedule is reduced, but not to an amount less
33 than sixty-four (64.0) hours.

34 In addition, up to a one-week (40 hour) leave may be utilized within a
35 single pay period once during a fiscal year.

36 Time off on Plan A will be counted against an employee's twelve work
37 week leave entitlement under the federal Family and Medical Leave Act, if
38 such time off is for a qualifying purpose under the Act and if all other
39 requirements of the law and collective bargaining agreement are met.

40

1 3. Insurances.

2 All State-Sponsored Group Insurance Programs, including Long Term
3 Disability Insurance, in which the employee is enrolled shall continue
4 without change in coverages, benefits or premiums.

5 4. Leave Accruals and Service Credit.

6 Annual leave and sick leave accruals shall continue as if the employee
7 had worked or was in approved paid leave status for eighty (80) hours per
8 pay period for the duration of the agreement. State service credit shall
9 remain at eighty (80) hours per pay period for purposes of longevity
10 compensation, pay step increases, employment preference, holiday pay,
11 and hours until rating. Employees shall incur no break in service due to
12 participating in Plan A.

13 Plan C. Leave of Absence.

14 1. Eligibility.

15 Full-time and part-time employees who have satisfactorily completed their
16 initial probationary period in the state classified service shall be eligible to
17 participate in Plan C. Permanent-intermittent employees are not eligible to
18 participate.

19 2. Definition.

20 With the approval of the supervisor and the Appointing Authority, an
21 employee may elect to take one (1) unpaid leave of absence during the
22 fiscal year for a period of not less than one (1) pay period and not more
23 than three (3) months. The three (3) month period is not intended to be
24 cumulative. Time off on Plan C leave will be counted against an
25 employee's twelve work week leave entitlement under the federal Family
26 and Medical Leave Act, if such time off is for a qualifying purpose under
27 the Act and if all other requirements of the law and collective bargaining
28 agreement are met.

29 3. Insurances.

30 All state-sponsored group insurance programs with the exception of Long
31 Term Disability (LTD) insurance, in which the employee is enrolled shall
32 be continued without change in coverage, benefits, or premiums for the
33 duration of the leave of absence, by the employee pre-paying the
34 employee's share of the premiums for the entire period of the leave of
35 absence. LTD coverage will not continue during the leave of absence, but
36 will be automatically reinstated immediately upon termination of the leave
37 of absence. If an employee is enrolled in the LTD insurance program at
38 the time the leave of absence is initiated and becomes eligible for
39 disability benefits under LTD during the leave of absence, and is unable to
40 report to work on the agreed-upon termination date for the leave of

1 absence, the return-to-work date shall become the date established for the
2 disability, with the commencement of sick leave and LTD benefits when
3 the sick leave or waiting period is exhausted, whichever occurs later.

4 4. Leave Accruals.

5 Accumulated annual leave, personal leave, and sick leave balances will
6 automatically be frozen for the duration of the leave of absence. The
7 employee will not accrue leave credits during the leave of absence.

8 5. Service Credit.

9 An employee shall incur no break in service due to participating in Plan C.
10 However, no state service credit will be granted for any purpose.

11 **Article 20**

12 **PAID HOLIDAYS**

- 13 A. Designated Holidays. For the following holidays, permanent and limited term
14 full time unit employees shall be allowed eight (8) hours paid absence from
15 work. Permanent and limited term unit employees who work less than full time
16 shall be allowed paid absence from work in proportion to their average hours
17 in pay status for the previous six (6) pay periods:

Day	Observance
New Year's Day	January 1
Martin Luther King Day	Third Monday in January
President's Day	Third Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Veteran's Day	November 11
Election Day	(General Election Day In Even Numbered Years)
Thanksgiving Day	Fourth Thursday in November
Day after Thanksgiving	Friday following Thanksgiving
Christmas Eve Day	December 24
Christmas Day	December 25
New Year's Eve Day	December 31

18 Paid Personal Leave Days credited on October 1, of each year (to be used in
19 same manner as annual leave Article 21, Section F).

20 B. Observance.

- 21 1. Holiday observance shall be in accordance with the schedule in Section A
22 except as follows:

1 a. A holiday that falls on Saturday shall be observed on the preceding
2 Friday. A holiday that falls on Sunday shall be observed on the
3 following Monday.

4 b. When Christmas Eve or New Year's Eve falls on Friday, the holiday
5 shall be observed on the preceding Thursday. When Christmas Eve or
6 New Year's Eve falls on Sunday, the holiday shall be observed on the
7 preceding Friday.

8 2. Equivalent provisions for time off for holidays falling outside the scheduled
9 work week shall be made for unit employees working other than a Monday
10 through Friday schedule.

11 C. Eligibility.

12 1. Permanent and limited term unit employees, regardless of their work
13 schedule, qualify for paid holiday absence by being in full pay status on:

14 a. Their last scheduled work day immediately preceding the holiday and
15 their first scheduled workday following the holiday when both days fall
16 within the same biweekly work period; or,

17 b. Their last scheduled work day immediately preceding the holiday when
18 the holiday occurs or is observed on the last scheduled work day of the
19 biweekly work period; or when the holiday occurs or is observed on the
20 last day of the month in which the employee is retiring; or,

21 c. Their first scheduled work day following the holiday when the holiday
22 occurs or is observed on the first scheduled work day of the biweekly
23 work period.

24 (1) A newly hired unit employee shall not qualify for paid holiday
25 absence for a holiday occurring or observed on the first scheduled
26 work day(s) of the initial biweekly work period.

27 (2) A continuing unit employee returning from layoff or leave of
28 absence, whose first scheduled workday is the day after a holiday,
29 shall qualify for paid holiday absence for the holiday.

30 d. The holiday itself, as demonstrated by actually working on the holiday.

31 D. Work on a Holiday.

32 1. The Employer may require unit employees to work on a paid holiday. The
33 Employer specifically reserves the sole discretion to schedule or not
34 schedule unit employees on a paid holiday.

35 2. If it is determined that bargaining unit work is necessary for any contract
36 holiday, the Employer shall first seek qualified volunteers from the affected
37 work unit from among the employees who normally perform the work.
38 When the Employer schedules bargaining unit employees to work on a

holiday and there are not enough volunteers to work a specific day, assignments are made to bargaining unit employees, who normally perform the work in the affected work unit, based on inverse seniority. Once the least senior bargaining unit employee has worked a holiday, they will not be assigned to work a holiday again until all bargaining unit employees, who normally perform the work in the affected work unit, have been assigned a holiday on an inverse seniority basis.

In the Department of Environmental Quality, work on a holiday will continue in accordance with current practice.

3. Payment for work on a holiday shall be in accordance with Article 19, "Hours of Work and Overtime".

4. A unit employee required to work on a holiday, may upon mutual agreement with the Appointing Authority, take another day in the same biweekly work period as a holiday.

Article 21

PAID ANNUAL LEAVE

A. Initial Leave. Upon hire, each unit employee in a permanent or limited term position shall be credited with an initial annual leave grant of sixteen (16) hours which shall be immediately available, upon approval of the Appointing Authority, for such purposes as voting, religious observance, and necessary personal business. The sixteen (16) hours initial grant of annual leave shall not be credited to a unit employee more than once in a calendar year.

B. Accrual. Paid service in excess of eighty (80) hours in a biweekly work period shall not be counted for purposes of annual leave accrual. A unit employee in a permanent or limited term position shall be entitled to annual leave with pay for each eighty (80) hours of paid service or to a pro-rated amount if paid service is less than eighty (80) hours in the pay period as follows:

ANNUAL LEAVE ACCRUAL TABLE		
Service Credit		Annual Leave
0-1 years (0-2,079 hours)	=	4.0 hours/80 hours service
1-4 years (2,080-10,399 hours)	=	4.7 hours/80 hours service

Additional Accrual. Unit employees in a permanent or limited term position who have completed five years (10,400 hours) of currently continuous service shall earn annual leave with pay in accordance with their total classified service including military leave, subsequent to January 1, 1938 as follows:

ADDITIONAL ACCRUAL TABLE		
Service Credit		Annual Leave
5-9 years (10,400 - 20,799 hours)	=	5.3 hours/80 hours service
10-14 years (20,800 - 31,199 hours)	=	5.9 hours/80 hours service

15-19 years (31,200 - 41,599 hours)	=	6.5 hours/80 hours service
20-24 years (41,600 - 51,999 hours)	=	7.1 hours/80 hours service
25-29 years (52,000 - 62,399 hours)	=	7.7 hours/80 hours service
30-34 years (62,400 - 72,799 hours)	=	8.4 hours/80 hours service
35-39 years (72,800 - 83,199 hours)	=	9.0 hours/80 hours service
40-44 years (83,200 - 93,599 hours)	=	9.6 hours/80 hours service
45-50 years (93,600 - 103,999 hours)	=	10.2 hours/80 hours service

1 C. Additional Credit. Solely for the purpose of additional annual leave, a unit
2 employee shall be allowed state service credit for:

3 1. Employment in any excepted or exempted position as provided for in Civil
4 Service Rules and Regulations dated May, 1983, Sections 2-1 and 2-2 in
5 state government which preceded entry into the state classified service;

6 2. Up to five (5) years of honorable service in the armed forces of the United
7 States subsequent to January 1, 1938, for which a military leave of
8 absence would have been granted had the veteran been a state classified
9 employee at the time of entrance upon military service. When a unit
10 employee separates from employment and subsequently returns, military
11 service previously credited shall not count as current continuous state
12 service for purposes of requalifying for additional annual leave or longevity
13 compensation if the unit employee previously qualified for and received
14 these benefits.

15 D. Crediting.

16 1. Annual leave shall be credited at the end of the biweekly work period in
17 which eighty (80) hours of paid service is completed. Annual leave shall
18 be available for use only in biweekly work periods subsequent to the
19 biweekly work period in which it is earned.

20 2. When paid service does not total eighty (80) hours in a biweekly work
21 period, the employee shall be credited with a pro-rated amount of leave for
22 that work period based on the number of hours in pay status divided by
23 eighty (80) hours multiplied by the applicable accrual rate.

24 3. No annual leave shall be authorized, credited or accumulated in excess of
25 the schedule below except that a unit employee who is suspended or
26 dismissed in accordance with this Agreement and who is subsequently
27 returned to employment with full back benefits by an arbitrator under
28 Article 9, shall be permitted annual leave accumulation in excess of the
29 schedule below. Any excess thereby created shall be liquidated within one
30 (1) year from date of reinstatement by means of paid time off work or
31 forfeited. If the unit employee separates from employment, for any reason
32 during that one year grace period, the unit employee or beneficiary shall
33 be paid for no more than the maximum as indicated below of unused
34 credited annual leave.

- 1 E. Utilization. An employee may charge absence to annual leave with the
2 approval of the Employer. Annual leave shall not be credited or used in
3 anticipation of future leave credits. The Employer shall respond to a request
4 for annual leave in a timely manner, which is normally within ten (10) days of
5 receipt of the request. If the Employer denies a request for annual leave, they
6 must state in writing the specific reason why the leave was denied.
- 7 F. Final Average Compensation. No annual leave in excess of two hundred forty
8 (240) hours shall be included in final average compensation for purposes of
9 calculating the level of retirement benefits.
- 10 G. Annual Leave Cap. The cap on annual leave accumulation shall be in
11 accordance with the schedule below.
- 12 H. Transfer And Payoff. Employees who voluntarily transfer from one state
13 department to another shall be paid off at their current base rate of pay for
14 their unused annual leave subject to the applicable cap below. However, the
15 employee may elect, in writing, to transfer up to eighty (80) hours of
16 accumulated annual leave. Annual leave in excess of eighty (80) hours, if
17 any, up to the maximum allowed in accordance with the applicable
18 accumulation cap may be transferred with the approval of the appointing
19 authority to whose service the employee transfers.
- 20 Employees who separate shall be paid at their current hourly rate for the
21 balance of their unused annual leave subject to the applicable cap below.

ANNUAL LEAVE ACCUMULATION CAP		
Service Years	Accumulation Cap	Payoff Cap
1 – 4	296	256
5 – 9	311	271
10 – 14	326	286
15 – 19	341	301
20 – 24	346	306
25 – 50	356	316

- 22 I. Banked Leave Time. Accumulated Banked Leave Time (BLT) may be used
23 by an employee in the same manner as regular annual leave. Accumulated
24 BLT hours shall not be counted against the employee's regular annual leave
25 cap, known as part a hours. Before incurring unpaid Plan A or Plan C hours
26 all BLT hours must be exhausted. The employee must exhaust all BLT hours
27 prior to being considered for any annual leave donation.

28 Upon an employee's separation, death or retirement from state service,
29 unused BLT hours shall be contributed by the state to the employee's account
30 within the State of Michigan 401(k) plan, and if applicable to the State of
31 Michigan 457 plan. Such contribution shall be treated as non-elective
32 employer contributions, and shall be calculated using the product of the
33 following: (i) the number of BLT hours and, (ii) the employee's base hourly

rate in effect at the time of the employee's separation, death, or retirement from state service.

J. Personal Leave Day. After the unit employee completes his/her first 1,040 hours of state service, he/she shall be entitled to two (2) personal leave days to be used in accordance with normal requirements for annual leave usage. These leave days shall be credited to annual leave balances on October 1, 1988, and thereafter on each ensuing October 1.

K. Annual Leave Bank Donations.

1. Right to Receive Annual Leave Donations. Except as otherwise provided in this Article, annual leave credits may be transferred to other employees under the following conditions:

- a. The receiving employee has successfully completed his/her first 1,040 hours of state service and faces financial hardship due to serious injury or the prolonged illness of the employee or his/her dependent spouse, child or parent.
- b. The receiving employee has exhausted all leave credits.
- c. The receiving employee's absence has been approved.
- d. An employee may receive a maximum donation of thirty (30) work days by direct transfer of annual leave per calendar year. The right to donate hours and receive hours through direct transfer is not limited to employees in this bargaining unit where reciprocal agreements exist with other exclusive representatives or provided for in the Civil Service Rules and Regulations for Non-Exclusively Represented Employees.
- e. An employee in this Bargaining Unit may receive a maximum of thirty (30) work days per calendar year from the leave bank provided in this Section. The thirty (30) work day maximum will be reduced by any hours received through direct transfer.
- f. If the receiving employee returns to work with unused donated hours, those hours shall be transferred to the leave bank.

2. The Right to Donate Annual Leave Hours.

- a. Annual leave donations must be for a minimum of one (1) hour and a maximum of forty (40) hours annually and donations shall be in whole hour increments.
- b. Employee donations are irrevocable.
- c. The Office of the State Employer shall review requests and determine eligibility to receive hours from the Union leave bank or through a direct transfer of annual leave on an hour for hour basis.

1 d. Donations to the Union leave bank may occur at any time. Employee
2 base hours shall be converted to their monetary equivalent and
3 deposited in Union central leave bank.

4 e. A direct transfer of annual leave may occur at any time. Direct
5 transfers shall be on an hour for hour basis.

6 L. School/Community Participation Leave.

7 1. Intent. The parties recognize the positive role adult involvement in school
8 and community activities plays in promoting educational and community
9 success. The parties intend by this Section to foster employee
10 involvement in school sponsored activities and community programs.

11 2. Leave Credits. After 1040 hours of satisfactory state service, employees in
12 a permanent or limited term position shall annually receive eight (8) hours
13 of paid school participation leave to be used in accordance with the
14 provisions of this section and the normal requirements for annual leave
15 usage, provided, however, that such leave may be utilized in increments
16 of one (1) hour if requested. The leave may be used to cover employees
17 absence from their scheduled work day for reasonable travel to and from,
18 and the duration of, the school or community activity.

19 School/community participation leave shall be credited to employees on
20 October 1 of each year, and shall not carry forward beyond the fiscal year.

21 3. Use Of School/Community Leave. Employees may use the leave to
22 participate in any school sponsored activity including but not limited to,
23 tutoring, field trips, classroom programs, school committees, including
24 preschool programs.

25 The use of the leave is intended for active participation in school
26 sponsored secular activities by employees and not for mere attendance at
27 school programs. The school sponsored secular activities may take place
28 before, during, or after school.

29 The leave may also be used for active participation in any structured
30 secular community activity sponsored by a governmental agency, or a
31 non-profit community organization or agency, and not for mere attendance
32 at community events. For example, employees may use the leave to
33 participate in community activities such as serving as a volunteer docent
34 for the State of Michigan museum, making deliveries for meals on wheels,
35 and construction work for habitat for humanity.

36 To request school/community participation leave, employees shall
37 complete a school/community participation leave form provided by the
38 employer.

39 4. Use of other leave. Employees shall be permitted to use annual leave and
40 other leave credits to participate in school programs and community

events in accordance with the normal requirements for the use of such leave. Additionally, in accordance with this Agreement and to the extent that operational considerations permit, an employee may, with supervisory approval, adjust his/her work schedule to allow attendance or participation in school activities or community events while working the regular number of work hours.

Article 22

PAID SICK LEAVE

A. Allowance. Every unit employee in a permanent or limited term position shall be credited with four (4) hours of paid sick leave for each completed eighty (80) hours of service or to a prorated amount if paid service is less than eighty (80) hours in the pay period. Paid service in excess of eighty (80) hours in a biweekly work period shall not be counted.

1. Sick leave shall be credited at the end of the biweekly work period. Sick leave shall be considered as available for use only in pay periods subsequent to the biweekly work period in which it is earned. The prorated amount shall be based on the number of hours in pay status divided by eighty (80) hours multiplied by four (4) hours.

2. Sick leave shall not be allowed in advance of being earned. If a unit employee has insufficient sick leave credits to cover a period of absence, no allowance for sick leave shall be posted in advance or in anticipation of future leave credits. In the absence of sick and annual leave credits, payroll deduction (lost time) for the time lost shall be made for the work period in which the absence occurred. The unit employee may elect not to use annual leave to cover such absence.

B. Utilization. Sick leave may be utilized by a unit employee with the approval of the Appointing Authority for the following reasons:

1. In the event of illness, injury, temporary disability, or exposure to contagious disease endangering others, or for illness or injury in the immediate family, which necessitates absence from work. "Immediate family" in such cases means the unit employee's spouse, children, parents or foster parents, parents-in-law, brothers, sisters, and any persons for whose financial or physical care the unit employee is principally responsible.

2. Sick leave may be used for absence caused by the attendance at the funeral of a relative, or person for whose financial or physical care the unit employee has been principally responsible.

3. Sick leave may also be used for an appointment with a doctor, dentist, or other recognized practitioner to the extent of time required to complete such appointments when it is not possible to arrange such appointments for non-duty hours.

1 4. A unit employee may also use sick leave for a health screening
2 appointment at an authorized Employer operated Health Screening Unit.

3 C. Disability Payment. In case of a work incapacitating injury or illness for which
4 a unit employee is or may be eligible for work disability benefits under the
5 Michigan Workers' Disability Compensation law, such unit employee, with the
6 approval of the Appointing Authority, may be allowed salary payment which,
7 with the work disability benefit, and any other statutory benefit, equals
8 two-thirds (2/3) of the base salary or wage. Leave credits may be utilized to
9 the extent of the difference between such payment and the unit employee's
10 base salary or wage.

11 D. Pay for Accumulated Sick Leave.

12 (Employees Initially Hired Before 10/1/80).

13 1. A unit employee who separates from the state classified service for
14 retirement purposes in accordance with the provisions of a State
15 Retirement Act shall be paid for fifty percent (50%) of unused accumulated
16 sick leave as of the effective date of separation, at the unit employee's
17 final base rate of pay.

18 2. Upon separation from the state classified service for any reason other
19 than retirement or death, the unit employee shall be paid for a percentage
20 of unused accumulated sick leave in accordance with the following table of
21 values. Payment shall be made at the unit employee's final base rate of
22 pay.

<u>Sick Leave Hours</u>	<u>Percentage Paid</u>
Less than 104	0
104 - 208	10
209 - 416	20
417 - 624	30
625 - 832	40
833 or more	50

23 3. No payoff under this Section shall be made to any unit employee initially
24 appointed to the state classified service on or after October 1, 1980.

25 E. Proof. All requests for use of sick leave shall be certified by the unit employee
26 as to its purpose. The Appointing Authority may require that a unit employee,
27 at the Appointing Authority's cost, present medical certification of physical or
28 mental fitness to continue working.

29 F. Return to Service. Previous unused sick leave allowance shall be placed to
30 the credit of a laid off unit employee upon return to permanent employment
31 within five (5) years of such layoff. A separated unit employee who received
32 payment for unused accumulated sick leave under this Section and who

returns to service shall not be credited with any previous sick leave allowance.

- G. Transfer. Any unit employee who transfers, or who is reassigned without a break in service from one principal Department to another shall be credited with any unused accumulated sick leave balance by the principal Department to which transferred or reassigned.

Article 23

UNPAID LEAVE

- A. Eligibility. Unit employees shall have the right to request a leave of absence without pay in accordance with the provisions of this Article after the successful completion of their probationary period (2,080 hours), except as otherwise provided in Section E below.

- B. Request Procedure. Any request for a leave of absence without pay shall be submitted in writing by the unit employee to the unit employee's immediate supervisor at least, except under emergency circumstances, thirty (30) calendar days in advance of the proposed commencement date for the leave. A request for a medical leave of absence may be submitted directly to the Appointing Authority. The request shall state the reason for and the length of the leave of absence being requested.

The immediate supervisor shall consult with the Appointing Authority and furnish a written response within twenty (20) calendar days of the request. If a request for a medical leave of absence is submitted directly to the Appointing Authority, a written response will be furnished by the Appointing Authority within twenty (20) calendar days of the request.

- C. Approval. Except as otherwise provided in this Agreement, unit employees may be granted a leave of absence without pay at the discretion of the Appointing Authority for a period up to six (6) months. The Appointing Authority shall consider its operational needs, the unit employee's length of service, performance record and leave of absence history in reviewing requests for a leave of absence. Appointing Authority determinations under this Section shall not be arbitrary, discriminatory or capricious. Only under bona fide mitigating circumstances may a leave of absence be extended beyond six (6) months. A unit employee may elect to carry a balance of annual leave not to exceed eighty (80) hours during a leave of absence. An annual leave balance in excess of eighty (80) hours up to a maximum of two hundred forty (240) hours may be carried with the written approval of the Appointing Authority. Such leave balances shall be made available to the unit employee upon return from a leave of absence but may be utilized only with prior approval of the Appointing Authority.

Payment for annual leave due a unit employee who fails to return from a leave of absence shall be at the unit employee's last rate of pay.

1 D. Educational Leave of Absence. The Appointing Authority may approve an
2 individual unit employee's written request for a full-time educational leave of
3 absence without pay for an initial period of time up to one (1) year if the unit
4 employee fulfills the following criteria.

5 To qualify for such an educational leave, the unit employee must be admitted
6 as a full-time student as determined by the established requirements of the
7 educational institution relating to full-time status. Before the leave of absence
8 can become effective, a curriculum plan and proof of enrollment must be
9 submitted by the unit employee to his/her Appointing Authority. At the request
10 of the Appointing Authority, the unit employee shall provide evidence of
11 continuous successful full-time enrollment in such curriculum plan in order to
12 remain on or renew such leave. Such education shall be directly related to the
13 unit employee's field of employment. Such unit employee may return early
14 from such a leave upon approval by the Appointing Authority. The Appointing
15 Authority shall approve or deny the request for leave of absence without
16 undue delay. Any denial shall include written explanation of the denial, if
17 requested by the unit employee.

18 E. Medical Leave of Absence.

19 1. Approval. Upon completion of the equivalent of at least six (6) months of
20 full-time employment, and depletion of accrued sick leave credits, a unit
21 employee upon request may be granted a leave of absence for a period of
22 up to six (6) months upon providing required medical information for
23 personal illness, injury or temporary disability necessitating his/her
24 absence from work, if that unit employee is in satisfactory employment
25 status. The unit employee's request shall include a written statement from
26 the unit employee's physician indicating the specific diagnosis and
27 prognosis necessitating the unit employee's absence from work and the
28 expected return to work date.

29 A request to extend a medical leave of absence for an additional six (6)
30 months may be granted at the sole discretion of the Appointing Authority.
31 The Appointing Authority, in considering requests for extension, will
32 consider verifiable medical information that the unit employee can return
33 to work at the end of the extension period with the ability to fully perform
34 the job.

35 The Appointing Authority reserves the right to have the unit employee
36 examined by a physician selected and paid by the Appointing Authority for
37 the unit employee's initial request, extension and/or return to work.

38 2. Medical Layoff. When a unit employee with five (5) or more years of
39 continuous service is denied a medical leave of absence or an extension,
40 at the unit employee's request, a medical layoff shall be entered into the
41 unit employee's employment history rather than a separation for denial of
42 medical leave. The appointing authority shall notify the unit employee in

writing of his/her departmental recall rights in accordance with Article 12, Section L(1) and (2) upon providing medical certification within two (2) years from the date of denial of the medical leave of absence or its extension, that the unit employee is able to return to his/her regular job responsibilities. If the unit employee is unable to return to work at the end of the two (2) year period, the unit employee will resign or request a waived rights leave of absence.

This option may only be exercised once in a career. Unit employees recalled under this provision shall not have such time treated as a break in service.

F. Military Leave. Whenever a unit employee enters into the active military service of the United States, the unit employee shall be granted a military leave of absence as provided under Civil Service Rules and Regulations, as amended throughout the term of this Agreement, and applicable statutes.

G. Waived Rights Leave of Absence. An employee who terminates State employment may be granted a waived rights leave of absence of up to one year. This type of leave of absence is granted to protect the employee's continuous service, seniority, and any benefits connected with length of service. Unit employees do not have the right to return to State service at the end of a waived rights leave of absence but will have the continuous nature of their service protected, provided they return to work prior to the expiration of such leave. All requests for a waived rights leave of absence must be made to the unit employee's Appointing Authority in writing. A unit employee granted a waived rights leave of absence may not carry any annual leave balance during such leave.

H. Layoff. Employees on a leave of absence who would be laid off if they were in active employment status shall not be exempt from layoff by virtue of being on a leave of absence.

I. Maternity/Paternity Leave. Upon written request, a unit employee shall, after the birth of his/her child, or adoption of a child, be granted maternity/paternity leave for up to six (6) months. Maternity/paternity leave may begin upon conclusion of any paid sick leave to which the parent is entitled under Article 22 of this Agreement; however, such leave must conclude for each parent within twelve months after the birth or adoption of the child. In those instances where both parents are covered by this provision, maternity/paternity leaves may be taken either concurrently or consecutively. The Employer may grant an extension of such leave upon request of the employee based on operational needs of the Employer.

Upon the birth of their child, or adoption of a newborn or special needs child, an employee may certify the need to use up to two (2) weeks of sick leave prior to the beginning of a maternity/paternity leave. The Employer shall consider requests for annual leave immediately prior or subsequent to

1 maternity/paternity leaves in the same manner as requests for annual leave at
2 other times.

3 J. Benefit Continuation. Unit employees who are granted a leave of absence
4 may elect to continue enrollment in the Group Basic and Major Medical Plan
5 (or alternative plan) at the time the leave begins. Such unit employees shall
6 be eligible for continued enrollment during the leave of absence by paying the
7 full amount (100%) of the premium. This provision shall be administered in
8 conjunction with the LTD provisions of Article 24, Section E. Such unit
9 employees may likewise elect to continue enrollment in the Group Dental
10 Plan and/or Group Vision Plan for up to eighteen (18) months by paying the
11 full amount of the premium.

12 K. Family and Medical Leave Act Implementation. Except as otherwise provided
13 by specific further agreement between the Union and the Office of the State
14 Employer, the following provisions reflect the parties' agreement on
15 implementation of the rights and obligations of employees and the Employer
16 under the terms of the Family and Medical Leave Act ("FMLA" or "Act"), as
17 may be amended and its implementing Regulations ("FMLA" or "Act") which
18 takes effect for the Scientific and Engineering bargaining unit on February 5,
19 1994.

20 1. Employee Rights. Rights provided to employees under the terms of the
21 collective bargaining agreement are not intended to be diminished by this
22 Section. Contractually guaranteed leaves of absence shall not be reduced
23 by virtue of implementation of the provisions of the Act.

24 2. Employer Rights. The rights vested in the Employer under the Act must be
25 exercised in accordance with the Act unless modified by the provisions of
26 the applicable collective bargaining agreement.

27 3. Computation of the "Twelve Month Period". The parties agree that an
28 eligible employee is entitled to a total of twelve work weeks of FMLA leave
29 during the twelve month period beginning on the first date the employee's
30 parental, family care, or medical leave is taken; the next twelve month
31 period begins the first time leave is taken after completion of any twelve
32 month period.

33 4. Qualifying Purpose. The Act provides for leave with pay using applicable
34 leave credits or without pay for a total of twelve work weeks during a
35 twelve month period for one or more of the following reasons:

36 a. Because of the birth of a son or daughter of the employee and in order
37 to care for such son or daughter ("parental leave");

38 b. Because of the placement of a son or daughter with the employee for
39 adoption or foster care ("parental leave");

- 1 c. In order to care for the spouse, son, daughter, or parent of the
2 employee, if such spouse, son, daughter or parent has a serious health
3 condition as defined in the Act ("family care leave");
- 4 d. Because of a serious health condition, as defined in the Act, that
5 makes the employee unable to perform the functions of the position of
6 the employee ("medical leave").
- 7 e. Because of certain military family leaves related to a qualifying
8 exigency resulting from a call to active military duty, and care needs
9 resulting from serious injury or illness incurred during active duty.

10 5. Department of Labor Final Regulations and Court Decisions. The parties
11 recognize that the U.S. Department of Labor has issued its revised final
12 regulations implementing the Act effective January 16, 2009. However, the
13 Employer may make changes necessitated by any amendments to the Act
14 and regulations or subsequent court decisions. The Employer shall
15 provide timely notice to the Union and opportunity for the Union to meet to
16 discuss the planned changes. Such discussions shall not serve to delay
17 implementation of any changes mandated by law.

18 6. Complaints. Employee complaints alleging that the Employer has violated
19 rights conferred upon the employee by the FMLA are not grievances
20 under the collective bargaining agreement(s) between the Union and the
21 Employer. Any such complaints may be filed by an employee directly with
22 the employee's Appointing Authority. The Union may, but is not obligated
23 to, assist the employee in resolving the employee's complaint with the
24 employee's Appointing Authority. Complaints involving the application or
25 interpretation of the FMLA or its Regulations shall not be subject to
26 arbitration under the collective bargaining agreement(s) between the
27 undersigned Union and the Employer.

28 7. Eligible Employee. For purposes of FMLA Family Care Leave, eligible
29 employees are those employees who have been employed by the
30 Employer for at least twelve months and have worked at least 1,250 hours
31 in the previous twelve months. An employee's eligibility for contractual
32 leaves of absence remain unaffected by this Section, however, such
33 leaves will count towards the employee's FMLA leave entitlement after the
34 employee has been employed by the Employer for at least 12 months and
35 has worked 1,250 hours during the previous twelve month period. Where
36 the term "employee" is used in this Section, it means, "eligible employee".
37 For purposes of FMLA leave eligibility "employed by the Employer" means
38 "employed by the State of Michigan".

39 8. Twelve Work Weeks During a Twelve Month Period. An eligible employee
40 is entitled under the Act to a combined total of twelve work weeks of FMLA
41 leave during a twelve month period.

1 9. General Provisions.

- 2 a. Time off from work for a qualifying purpose under the Act ("FMLA
3 leave") will count towards the employee's unpaid leave of absence
4 guaranteed as provided by an applicable collective bargaining
5 agreement. Time off for family care leave will be as provided under the
6 Act.
- 7 b. Employees may request and shall be allowed to use accrued annual,
8 personal leave, compensatory time, and banked leave time to
9 substitute for any unpaid FMLA leave.
- 10 c. The Employer may designate a Leave of Absence under Plan C of the
11 Voluntary Work Schedule Adjustment Program ("VWSAP") as an
12 FMLA leave if the employee provides information to the Employer that
13 the leave is for a qualifying purpose under the Act, prior to the end of
14 the leave. A Plan A reduced work schedule under the VWSAP may be
15 designated by the Employer as an FMLA leave if the employee
16 provides information to the Employer that the leave is for a qualifying
17 purpose under the Act.
- 18 d. Employees may request to use accrued sick leave to substitute for
19 unpaid FMLA leave for the employee's own serious health condition or
20 serious health condition of the employee's spouse, child, or parent.
- 21 e. The Employer may temporarily reassign an employee to an alternative
22 position at the same classification and level in accordance with the
23 Collective Bargaining Agreement when it is necessary to
24 accommodate an intermittent leave or reduced work schedule in
25 accordance with the Act. Such temporary reassignment may occur
26 when the intermittent leave or reduced work schedule is intended to
27 last longer than a total of ten workdays, whether consecutive or
28 cumulative. Whenever possible, the Employer shall make reasonable
29 efforts to reassign employees within their current work location. For
30 purposes of Layoff and Recall, employees shall be considered to be in
31 the layoff unit applicable to the employee's permanent position. Upon
32 completion of an FMLA leave, employees shall be returned to their
33 original positions in accordance with the Act.
- 34 f. Second or third medical opinions, at the Employer's expense, may be
35 required from health care providers where the leave is designated as
36 counting against an employee's FMLA leave entitlement in accordance
37 with the Act.
- 38 g. Return to work from an FMLA leave will be in accordance with the
39 provisions of the Act and the collective bargaining agreement.

40 10. Insurance Continuation. Health Plan benefits will continue in accordance
41 with the Act.

1 11. Medical Leave. Up to twelve work weeks of paid or unpaid medical leave
2 during a twelve month period, granted pursuant to the collective
3 bargaining agreement, may count towards an eligible employee's FMLA
4 leave entitlement.

5 12. Annual Leave. When an employee requests to use annual or personal
6 leave, and it is determined, based on information provided to the Employer
7 by the employee or the employee's spokesperson (in the event the
8 employee is incapacitated or otherwise designates a point of contact) that
9 the time is for a qualifying purpose under the Act, the Employer may
10 designate the time as FMLA leave and it will be counted against the
11 employee's 12 work week FMLA leave entitlement if the time is either:

12 a. To substitute for an unpaid intermittent or reduced work schedule; or

13 b. When the absence from work is intended to be for five or more work
14 days.

15 13. Sick Leave. An employee may request to use sick leave to substitute for
16 unpaid leave taken for a qualifying purpose under the Act. Contractual
17 requirements that employees exhaust sick leave before a medical leave
18 commences shall continue. In addition, employees will be required to
19 exhaust sick leave credits down to 80 hours before a FMLA Family Care
20 leave commences. If it is determined, based on information provided to
21 the Employer by the employee or the employee's spokesperson (in the
22 event the employee is incapacitated or otherwise designates a point of
23 contact) that the time is for a qualifying purpose under the Act, the
24 Employer may designate the time as FMLA leave and it will be counted
25 against the employee's 12 work week FMLA leave entitlement if the time is
26 either:

27 a. To substitute for an unpaid intermittent or reduced work schedule; or

28 b. When the absence from work is intended to be for five or more work
29 days. Annual leave or personal leave used in lieu of sick leave may be
30 likewise counted.

31 14. Parental Leave. Except as specifically provided herein, contractual
32 parental leave guarantees are unaffected by implementation of FMLA. An
33 employee's entitlement to parental leave will expire and must conclude
34 within twelve months after the birth, adoption, or foster care placement of
35 a child. However, in accordance with the Act, an eligible employee is only
36 entitled to twelve work weeks of leave for foster care placement of a child.
37 Contractual parental leave extensions beyond twelve months shall be
38 administered as provided in an applicable collective bargaining
39 agreement. Up to twelve work weeks of leave will be counted towards the
40 FMLA leave entitlement. An employee may request to substitute annual or
41 personal leave for any portion of the unpaid parental leave. Intermittent or
42 reduced work schedules may only be taken with the Employer's approval.

1 L. Disaster Response. A leave of absence without pay to provide disaster or
2 emergency relief assistance in this state may be granted to a bargaining unit
3 employee who is skilled in emergency relief assistance and certified as a
4 disaster service volunteer by the American Red Cross.

5 A leave of absence with pay to provide disaster or emergency relief
6 assistance may be granted to a bargaining unit employee who is skilled in
7 emergency relief assistance and certified as a disaster services volunteer by
8 the American Red Cross if the President or Governor has declared the
9 disaster, and the American Red Cross has requested the services of the
10 employee. The Governor must approve the paid leave of absence as
11 provided in MCL 30.411a if the services are to be rendered outside this state;
12 the Employer must approve the paid leave of absence if the services are to
13 be rendered inside this state.

14 Denial of a bargaining unit employee's request for a disaster response leave
15 of absence, with or without pay, shall not be grievable.

Article 24

FRINGE BENEFITS AND INSURANCES

18 *New hires will be permitted to enroll in group insurance plans for which they are*
19 *eligible during their first thirty-one (31) days of employment. Eligibility for*
20 *coverage under such plans is the first day of the biweekly pay period after*
21 *enrollment, except for life insurance which shall be effective on the first day of*
22 *employment.*

23 **Effective October 12, 2014, the "legacy" or traditional SHP PPO and HMO**
24 **plans now offered to eligible employees hired before April 1, 2010 will be**
25 **replaced by the New State Health Plan PPO ("NSHP PPO") and the New**
26 **HMO ("NHMO") Plans which apply to eligible employees hired on or after**
27 **April 1, 2010 subject to the changes below.** The State will continue to pay
28 80% of the total NSHP PPO premium with enrolled employees paying 20%. The
29 State will pay up to 85% of the applicable NHMO total premium, capped at the
30 dollar amount which the State pays for the same coverage code under the NSHP
31 PPO, with enrolled employees paying the remainder. The current Catastrophic
32 Health Plan offering will continue.

33 **The following changes are effective October 12, 2014 to the existing NSHP**
34 **PPO and NHMOs:**

NSHP PPO

- 36 • Autism Benefits to be added to the NSHP PPO subject to deductibles and
37 coinsurance;
- 38 • In-network Out of Pocket (OOP) Maximums to be increased from
39 \$1500/\$3000 to \$2000/\$4000 in October 2014.

NHMO

- NHMO deductibles of \$125/\$250 to be implemented;
- (OOP) Maximums to be implemented at the same levels as the NSHP: \$2000/\$4000.

Appendix K-2 replaces Appendix K and Appendix K-1 effective October 12, 2014.

A. The State Health Plan.

Effective January 1, 2003, the existing Basic and Major Medical Plan (State Health Plan Advantage) shall be replaced with the PPO plan which shall be known as the "State Health Plan". State Health Plan in-network and out-of-network benefits and applicable deductibles and co-payments are outlined in Appendix K. The Rules for Network Use are outlined in Appendix J.

See Appendix K-1 for the New State Health Plan PPO (NSHP PPO) and the New HMO (NHMO) health care coverage for eligible employees hired on or after April 1, 2010.

1. Premium Splits.

Except as provided in Section J below, the employer shall pay 95% of the premium, and the enrolled employee shall pay 5% of the premium for the State Health Plan.

Effective October 1, 2008, except as provided in Section J below, the employer shall pay 90% of the premium, and the enrolled employee shall pay 10% of the premium for the State Health Plan.

Effective the first full pay period in October, 2012, the following will apply to eligible employees enrolled in the State Health Plan PPO or an HMO. The State will pay 80% of the State Health Plan PPO premium with enrolled employees paying 20%. The State will pay up to 85% of the applicable HMO total premium, capped at the dollar amount which the State pays for the same coverage code under the SHP PPO, with enrolled employees paying the remainder.

2. Co-pay.

Applicable co-payments for in-network and out-of-network services under the State Health Plan are set forth in Appendix K.

Effective October 1, 2008, there will be a \$15 co-pay for an office visit, and a \$50 co-pay for emergency room visits if the patient is not admitted to the hospital. All other applicable co-payments for in-network and out-of-network services under the State Health Plan are set forth in Appendix K.

3. Deductibles and Out of Pocket Maximums for the State Health Plan.

1 The deductibles under the State Health Plan shall be \$200/individual and
2 \$400/family per calendar year for in-network services and \$500/individual
3 and \$1,000/family per calendar year for out-of-network services.

4 Effective January 1, 2009 the deductibles under the State Health Plan
5 shall be \$300/individual and \$600/family per calendar year for in-network
6 services and \$600/individual and \$1,200/family per calendar year for out-
7 of-network services.

8 The maximum out of pocket cost per individual shall be \$1,000 and
9 \$2,000/family per calendar year for in-network services and
10 \$2,000/individual and \$4,000/family per calendar year for out-of-network
11 services. The deductible does not apply towards the maximum out of
12 pocket cost.

13 B. State Health Plan Provisions.

14 The Union shall continue to be entitled to participate as a member of the
15 Labor Management Health Care Committee. The Committee will continue to
16 review and monitor the progress of the actual implementation of the State
17 Health Plan. It is understood that each exclusively recognized employee
18 organization will be entitled to designate one (1) representative to participate
19 in the Labor Management Health Care Committee.

20 The Plan consists of the following principal components: pre-certification of all
21 hospital inpatient admissions; second surgical opinion; home health care; and
22 alternative delivery systems.

23 1. Pre-certification of Hospital Admission & Length of Stay. The pre-
24 certification for admission and length of stay component of the plan
25 requires that the attending physician submit to the third party administrator
26 (TPA) the diagnosis, plan of treatment and expected duration of
27 admission. If the admission is not an emergency, the submission must be
28 made by the attending physician and the review and approval granted by
29 the TPA prior to admitting the covered individual into the acute care
30 facility. If the admission occurs as an emergency, the attending physician
31 is required to notify the TPA by telephone with the same information on
32 the next regular working day after the admission occurs. If the admission
33 is for a maternity delivery, advance approval for admission will not be
34 required; however, the admitting physician must notify the TPA before the
35 expected admission date to obtain the length-of-stay approval. There will
36 be no limitation on benefits caused by the attending physician's failure to
37 obtain pre-admission certification.

38 2. Second Surgical Opinion. An individual covered under the State Health
39 Plan will be entitled to a second surgical opinion. If that opinion conflicts
40 with the first opinion the individual will be entitled to a voluntary third
41 surgical opinion. Second and third surgical opinions shall be subject to a

1 \$10 in-network office call fee or covered at 90% after the deductible if
2 obtained out-of-network.

3 Effective 10-1-08, second and third surgical opinions shall be subject to a
4 \$15 in-network office call fee or covered at 90% after the deductible if
5 obtained out-of-network.

- 6 3. Home Health Care. A program of home health care and home care
7 services to reduce the length of hospital stay and admissions shall also be
8 available at the employee's option. This component requires that the
9 attending physician contact the third party administrator to authorize home
10 health care service in lieu of a hospital admission or a continuation of a
11 hospital confinement. The attending physician must certify that the proper
12 treatment of the disease or injury would require continued confinement as
13 a resident inpatient in a hospital in the absence of the services and
14 supplies provided as a part of the home health care plan. If appropriate,
15 certification will be granted for an estimated number of visits within a
16 specified period of time. The details of the types of services and charges
17 that shall be covered under this component include part-time or
18 intermittent nursing care by a registered nurse (R.N.) or licensed practical
19 nurse if an R.N. was not available; part-time or intermittent home health
20 aid services; physical, occupational and speech therapy; medical supplies,
21 drugs and medicines prescribed by a physician, and laboratory services
22 provided by or on behalf of a hospital, but only to the extent that they
23 would have been covered if the individual had remained or been confined
24 in the hospital.

25 Home health care services under the SHP will be continued. Details of the
26 covered services will be provided in the SHP benefit booklet. Home health
27 care shall be available at the patient's option in lieu of hospital
28 confinement. To receive home health care services, a patient shall not be
29 required to be homebound. Home infusion therapy shall be covered as
30 part of the home health care benefit or covered by its separate
31 components (e.g. durable medical equipment and prescription drugs).

- 32 4. Alternative Delivery Systems. The State Health Plan shall also provide
33 hospice care and birthing center care benefits to employees and enrolled
34 family members. To be eligible for the hospice care benefit, the covered
35 individual must be diagnosed as terminally ill by the attending physician
36 and/or hospice medical director with a medical prognosis of six months or
37 less life expectancy. Covered hospice benefits include physical,
38 occupational, and speech language therapy; home health aid services;
39 medical supplies; and nursing care. Covered hospice benefits are not
40 subject to the individual deductible or any co-payment and will be paid
41 only for services rendered by federally certified or state licensed hospices.
42 Hospice services covered under the SHP will be continued. Details of the
43 covered service will be provided in the SHP booklet. Both hospice care
44 and birthing center care shall be available to employees at their option in

1 lieu of hospital confinement. Birthing center care is covered under the
2 delivery and nursery care benefit set forth in Appendix K.

- 3 5. Prescription Drugs. Bargaining unit members who are covered by the
4 State Health Plan will be enrolled in the alternative prescription drug PPO.
5 The Employer shall continue an optional mail order plan for maintenance
6 prescription drugs. The employee co-pay shall be \$7 per prescription for
7 generic drugs and a \$15 co-pay per prescription for brand name drugs for
8 both the retail and mail order drug plans. The brand name co-payment
9 level will apply even when there is no generic substitute, as well as to
10 DAW prescriptions. Effective October 1, 2005, the employee co-pay for
11 non-preferred brand name drugs will be \$30.00.

12 Effective October 1, 2008, the plan will include the programs of: Generics
13 Preferred, Step Therapy and Drug Quantity Management. The employee
14 co-pay at retail shall be \$10 per prescription for generic drugs, \$20 per
15 prescription for preferred brand name drugs, and \$40 for non-preferred
16 brand name drugs. The employee co-pay at mail order shall be \$20 per
17 prescription for generic drugs, \$40 per prescription for preferred brand
18 name drugs, and \$80 for non-preferred brand name drugs. The brand
19 name co-payment level will apply even when there is no generic
20 substitute, as well as to DAW prescriptions. Under the Generics Preferred
21 program, a prescription marked DAW may result in an additional charge to
22 the employee of the difference in cost between the generic and the brand
23 name drug dispensed.

24 Brand name drugs determined to be non-preferred because of the
25 availability of a generic equivalent or a therapeutically or chemically
26 equivalent brand name drug shall be so designated by the pharmacy and
27 therapeutics committee comprised of independent physicians across
28 various specialties. The State of Michigan shall have no decision making
29 authority in such determination.

30 Prescriptions purchased at non-participating pharmacies must be paid for
31 by the Plan member who then remits receipts to the vendor for
32 reimbursement. The amount of the reimbursement will not exceed the
33 amount the vendor would have paid to a participating pharmacy and will
34 not include the applicable co-payment.

35 The member card shall identify all the participating pharmacies within a
36 30-mile distance of the Plan member's home address zip code or, if there
37 are more than 30 such participating pharmacies, the 30 participating
38 pharmacies that are closest to the Plan member's home.

39 Zyban and Nicotrol nasal spray for smoking cessation shall be included
40 under the prescription drug benefit.

41 All maintenance drugs filled at a participating retail pharmacy will only be
42 approved up to a 34 day supply.

1 6. Mental Health/Substance Abuse Services. Benefits for in-patient and out-
2 patient mental health care and substance abuse services shall be as
3 outlined in Appendix K.

4 If there is no network provider within a reasonable distance from the
5 member's home address (as determined by the Director of the Employee
6 Benefits Division), the vendor will authorize payment for covered services
7 which are provided by a non-network provider as permitted under the
8 State Health Plan in effect prior to the implementation of the PPO.

9 The State Health Plan will maintain a system of alternative provider
10 referrals and equivalent covered expense reimbursement which assures
11 that, at the patient's option, network providers to whom the patient is
12 referred are neither state employees nor providing services to a state
13 agency at a worksite where the state employee is employed.

14 7. Hearing. The State's hearing care program shall continue to be a benefit
15 under the State Health Plan. Such program shall include those benefits
16 currently provided, including audiometric exams, hearing aid evaluation
17 tests, hearing aids and fitting and binaural hearing aids when medically
18 appropriate subject to a \$10 office call fee for the examination and shall be
19 available once every 36 months unless hearing loss changes to the
20 degree determined upon advice by the State Health Plan's medical policy
21 team and audiology professionals. Effective October 1, 2008, the office
22 call fee shall be \$15.

23 8. Wellness and Preventive Services. Wellness and preventive coverage in
24 accordance with the State Health Plan as outlined in Appendix K will be
25 subject to a maximum plan payment of \$1,500 for in-network services per
26 individual per calendar year. There shall be no coverage for wellness and
27 preventive services received out-of-network.

28 Effective January 1, 2006, the cost for a colonoscopy exam (one every ten
29 years beginning at age 50), and the cost for childhood immunizations will
30 not be applied toward the calendar year maximum. These services will be
31 covered at 100% in-network with no deductible and out-of-network at 90%
32 after the deductible.

33 9. Weight Loss. Expenses of weight-loss clinic attendance are covered up to
34 a lifetime limit of \$300, if conditions are met as specified in either (1) or (2)
35 below:

- 36 a. Employee or covered dependent is obese (defined as being more than
37 100 pounds overweight or more than 50% over ideal weight), and weight
38 loss clinic attendance is prescribed by a licensed physician and confirmed
39 by a second opinion; or
- 40 b. Employee or covered dependent is more than 50 pounds overweight or
41 more than 25% over ideal weight, has a diagnosed disease for which

1 excess weight is a complicating factor, and weight-loss clinic attendance is
2 prescribed by a licensed physician and confirmed by a second opinion.

3 Note: the \$300 amount will not apply to the State Health Plan deductible.

4 10. Orthopedic Inserts. Medically necessary orthopedic inserts for shoes,
5 when prescribed by a licensed physician, are covered under the State
6 Health Plan. This benefit is included under the durable medical equipment
7 benefit in Appendix K.

8 11. Blood Storage. Storage costs for blood that is self-donated by an
9 employee or covered dependent in preparation for his/her own scheduled
10 surgery is covered by the State Health Plan subject to the individual
11 deductible.

12 12. Disease Management Program. The Disease Management Program
13 currently known as Blue Health Connection shall be included under the
14 State Health Plan as a covered benefit on a voluntary basis.

15 13. Survivor Conversion Option. The State recognizes its obligations under
16 federal "COBRA" legislation in case of a "qualifying event", as defined by
17 that statute.

18 14. Health Risk Appraisal Program. The parties agree to continue extending
19 the health risk appraisal program to bargaining unit employees during the
20 term of this Agreement.

21 15. Open Enrollment. There shall be an annual open enrollment period offered
22 to unit employees in July or August of each year of this Agreement.

23 16. Smoking Cessation/Abatement Assistance. The State shall continue a
24 program for reimbursing employees for the fee they paid for enrolling in,
25 and completing, a smoking cessation/abatement program approved by
26 their Appointing Authority. The following conditions shall apply:

27 a. The reimbursement will be available for the employee's participation
28 only. Expenses incurred by the employee's dependents are not
29 reimbursable, even if the employee paid part or all of them.

30 b. The reimbursement shall be available on a one-time-only basis.

31 c. The amount of the reimbursement shall not exceed \$50.00.

32 d. The employee shall be required to produce proof satisfactory to the
33 Appointing Authority that the employee has completed the program, as
34 well as receipts for having paid the enrollment fee. No reimbursement
35 shall be required if a smoking cessation/abatement program is
36 available to the employee through his/her health care coverage at no
37 additional charge.

- e. This program shall not be considered a part of the State Health Plan, and reimbursements are not payable through the State Health Plan. The reimbursement shall be paid to eligible employees by the departmental employer.

Transdermal Patches: Bargaining unit employees shall continue to be eligible, on a one-time-only basis, for reimbursement of the cost of transdermal patches, less the \$2.00 co-payment, and accompanying smoking cessation counseling not otherwise available as a covered benefit under the health plan in which the employee is enrolled. An employee who has already received reimbursement for transdermal patches under any program sponsored by the State shall not be eligible for this benefit. Reimbursement shall be made by the departmental employer.

17. Subrogation. In the event that a participant receives services that are paid by the State Health Plan (SHP), or is eligible to receive future services under the SHP, the SHP shall be subrogated to the participant's rights of recovery against, and is entitled to receive all sums recovered from, any third party who is or may be liable to the participant, whether by suit, settlement, or otherwise, to the extent of recovery for health related expenses. A participant shall take such action, furnish such information and assistance, and execute such documents as the SHP may request to facilitate enforcement of the rights of the SHP and shall take no action prejudicing the rights and interests of the SHP.

18. Reimbursement For Certain Services And Equipment. The reimbursement for in-network and out-of-network private duty nursing and acupuncture therapy shall be 90% after the deductible is met.

19. Office Visits And Consultations. Effective January 1, 2003 in-network office visits and office consultations will be subject to a \$10 co-pay and will not be applied toward the individual or family deductible. Out-of-network office visits and office consultations shall be covered at 90% after the deductible is met. Effective October 1, 2008, the co-pay for office visits and office consultations shall be \$15.

20. In-Network And Out-Of-Network Access. In-network and out-of-network access is described in the Letter of Understanding and attached Rules for Network Use in Appendix J.

21. Effective October 1, 2005, in-network chiropractic spinal manipulation will be subject to a \$10 co-pay and will not be subject to the deductible. Effective October 1, 2008, in-network chiropractic spinal manipulation will be subject to a \$15 co-pay and will not be subject to the deductible. Out-of-network chiropractic spinal manipulation shall be covered at 90% after the deductible is met.

1 22.A PPO network for durable medical equipment (DME) and prosthetic and
2 orthotics appliances will be integrated into the SHP PPO with in-network
3 reimbursed at 100% and out-of-network reimbursed at 80% of approved
4 charges. No deductible will be required.

5 C. Health Maintenance Organizations (HMOs).

6 As an alternative to the state-sponsored health insurance program,
7 enrollment in an HMO shall be offered to those employees residing in areas
8 where qualified licensed HMOs are in operation. The State shall pay the
9 same dollar value contribution toward HMO membership (per enrolled
10 employee) as is paid to the state-sponsored health insurance program for
11 both employee and employee/dependent coverage, except where the
12 membership cost is less than the state-sponsored health insurance program
13 premium. In such case, the State shall pay that rate published by the
14 Employee Benefits Division. If an employee moves to a new permanent
15 residence outside the service area of the authorized HMO in which s/he is
16 enrolled, the employee may transfer such enrollment to the State Health Plan
17 or to another authorized HMO serving the new residence area. Effective
18 October 1, 2008 the Employer shall pay 95% of the HMO premium up to the
19 amount paid for the same coverage code under the State Health Plan PPO.

20 The parties agree to meet annually through the Labor-Management Health
21 Care Committee to discuss HMO costs and make recommendations for
22 changes in order to keep HMOs affordable.

23 D. Life Insurance.

24 The Employer shall provide a state-sponsored group life insurance plan which
25 has a death benefit equal to 2.0 times annual salary rounded up to the
26 nearest \$1,000. The Employer shall pay 100% of the premium for this benefit.

27 The employee shall pay 100% of premiums for covered dependents. There
28 shall be no age ceiling for coverage for handicapped dependents, and such
29 additional coverage shall be provided without increased premium cost. A
30 dependent will be considered handicapped if he/she is unable to earn his/her
31 own living because of mental retardation or physical handicap and depends
32 chiefly on the employee for support and maintenance.

33 The employee may choose one from among five levels of dependent
34 coverage:

- 35 • Spouse for \$1,500; child(ren) for \$1,000
- 36 • Spouse for \$5,000; child(ren) for \$2,500
- 37 • Spouse for \$10,000; child(ren) for \$5,000
- 38 • Spouse for \$25,000; child(ren) for \$10,000

- Spouse for \$0; child(ren) for \$10,000

Dependent coverage for children shall be limited to infants 15 days or older.

The employer agrees to continue the line-of-duty accidental death benefit of \$100,000.

E. Long Term Disability Insurance.

The Employer shall maintain the existing long term disability insurance coverage, except that effective October 1, 2005, the eligibility period for Plan II claimants who remain totally disabled shall be reduced from age 70 to age 65, or for a period of 12-months, whichever is greater. Additionally, the benefit period for "mental/nervous" claims shall be limited to 24 months from the beginning of the time a claimant is eligible to receive benefits. This limitation does not apply to mental health claims where the claimant is under in-patient care. These changes shall only apply to new claims made after October 1, 2005.

The Employer shall continue to provide a rider to the existing LTD insurance program. All employees who are enrolled in the LTD insurance program shall automatically be covered by this rider. The rider shall provide a waiver of 100% of the health insurance (or HMO) premium while the enrolled employee is receiving LTD insurance benefits for a maximum of six (6) months. The Employer shall pay the entire cost of such rider. To thereafter continue health insurance (or HMO) coverage during the LTD-compensable period, the employee shall be responsible for remitting his/her share of the premium (if applicable). If not prohibited by the IRS, an employee whose LTD rider has expired, may transfer immediately to a state-employee spouse's health plan.

The LTD benefit shall be payable twice monthly for the first six months of disability; after six months, benefits shall be paid monthly.

An employee may "freeze" any sick leave accrued during the period when he/she is using up sick leave because of the disability which leads directly to receiving LTD benefits.

The monthly maximum benefit will be \$5000 for disabilities beginning after September 30, 2002.

F. Group Dental Plans.

1. Except as provided in section J. below, the Employer shall pay 95% of the applicable premium for employees enrolled in the State Dental Plan.

2. Benefits payable under the State Dental Plan will be as follows:

- a. 90% of actual fee or usual, customary and reasonable fee, whichever is lower, for restorative, endodontic, and periodontic services (x-rays, fillings, root canals, inlays, crowns, etc.).

- b. There shall be a yearly maximum benefit of \$1,500 per person, which does not include orthodontics. For orthodontics there shall be a separate \$1,500 lifetime maximum benefit.

3. Covered Dental Expenses.

The State Dental Plan will pay for incurred claims for employee and/or enrolled dependents at the applicable percentage of either the actual fee or the usual, customary and reasonable fee, whichever is lower, for the dental benefits covered under the State Dental Plan for each covered person in each twelve (12) month period (fiscal year) exclusive of orthodontics for which there is a separate lifetime maximum benefit.

- a. The following services will be paid at the 100% benefit level:

Diagnostic Services:

- Oral examinations and consultations twice in a fiscal year.
- Effective October 1, 2005, oral Exfoliative Cytology (brush biopsy) will be covered when warranted from a visual and tactile examination.

Preventive Services:

- Prophylaxis - teeth cleaning three times in a fiscal year;
- Topical application of fluoride for children up to age 19, twice in a fiscal year.
- Space maintainers for children up to age 14, unless an older age is specifically authorized by the dental plan administrator.

- b. The following services will be paid at the 90% benefit level:

Radiographs:

- Bite-wing x-rays once in a fiscal year unless special need is shown to the satisfaction of the dental plan administrator.
- Full mouth x-rays once in a 5 year period unless special need is shown to the satisfaction of the dental plan administrator.

Restorative Services:

- Amalgam, silicate, acrylic, porcelain, plastic and composite restorations;
- Gold inlay and outlay restorations.

Oral Surgery:

- Extractions, including those provided in conjunction with orthodontic services;
- Cutting procedures;
- Treatment of fractures and dislocation of the jaw.

Endodontic Services:

- Root canal therapy;
- Pulpotomy and pulpectomy services for partial and complete removal of the pulp of the tooth;
- Periapical services to treat the root of the tooth.

Periodontic services:

- Periodontal surgery to remove diseased gum tissue surrounding the tooth;
- Adjunctive periodontal services, including provisional splinting to stabilize teeth, occlusal adjustments to correct the biting surface of a tooth and periodontal scaling to remove tartar from the root of the tooth;
- Treatment of gingivitis and periodontitis diseases of the gums and gum tissue.

c. The following prosthodontic services will be paid at the 50% benefit level:

- Repair or rebasing of an existing full or partial denture;
- Initial installation of fixed bridgework;
- Implants.
- Initial installation of partial or full removable dentures (including adjustments for 6 months following installation);
- Construction and replacement of dentures and bridges (replacement of existing dentures or bridges is payable when 5 years or more have elapsed since the date of the initial installation).

d. The following orthodontic services will be paid at the 60% benefit level:

- Minor treatment for tooth guidance;
- Minor treatment to control harmful habits;
- Interceptive orthodontic treatment;

- Comprehensive orthodontic treatment;
- Treatment of an atypical or extended skeletal case;
- Post-treatment stabilization;
- Separate lifetime maximum of \$1,500 per each enrollee.
- Orthodontic services for dependents up to age 25, if dependent is a full-time student; for enrolled employee and employee's spouse (if enrolled), no maximum age.

4. Point Of Service PPO. Bargaining unit employees and dependents enrolled in the State Dental Plan may avail themselves of improved benefit levels at no additional cost to the plan by utilizing dental care providers who are members of the "dental point of service PPO." The benefit levels and co-payment levels for specific services are as provided below. Enrolled employees and dependents utilizing dental care providers who are not members of the dental point of service PPO shall be subject to current coverage levels and benefits described in Subsections 2 and 3 of this Section.

Benefit	Current Level	Point Of Service PPO Level
Diagnostic Services (Exams)	100%	100%
Preventive Services	100%	100%
Radiographs	90%	100%
Restorative (Fillings)	90%	100%
Oral Surgery (Extractions)	90%	100%
Endodontics	90%	100%
Periodontics	90%	100%
Other Oral Surgery	90%	90%
Adjunctive Periodontic	90%	90%
Crowns	90%	90%
Prosthodontics Repairs	50%	100%
Fixed Bridgework	50%	70%
Implants	50%	70%
Partial Dentures	50%	70%
Full Dentures	50%	70%
Orthodontics	60%	75%
Annual Maximum	\$1,500	\$1,500
Lifetime Orthodontics Limit	\$1,500	\$1,500

5. Sealants.

Application of sealants shall be a covered benefit for permanent molars only, which must be free from restoration or decay at the time of application. Sealants shall be payable only up to the age of 14 years. Payments will be made on a per-tooth basis. No benefit shall be payable

on the same tooth within three years following a previous sealant application. The dental plan will pay 50% of the reasonable and customary amount of the sealant application charge, with the employee or covered dependent to pay the remainder of the charge. Under the dental point of service PPO, the plan shall pay 70% of the charge.

6. Dental Maintenance Organization.

The Employer shall continue to offer bargaining unit employees the option of voluntarily enrolling in the dental maintenance organization (DMO). The parties understand that the state-approved service area for the DMO program encompasses only certain geographical areas. The DMO will grant a properly completed out-of-area waiver application from a unit employee. The parties also understand that all eligible dental services must be provided by a DMO network provider in order for coverage to be in effect (except for emergency treatment for the immediate relief of pain and suffering when the enrollee is more than fifty miles from a participating provider, which will be reimbursed at fifty percent (50%) of the usual, customary and reasonable rate of the non-participating provider).

7. Preventive Dental Plan.

A preventive dental plan will continue to be made available as a voluntary option for employees under the flexible benefits plan provided for in Section H. of this Article.

8. Open Enrollment.

An annual open enrollment period shall be provided to all employees in July or August of each year of this agreement.

G. Vision Care Plan.

Except as provided in Section J. below, the employer will provide a Vision Care Plan paying one hundred percent (100%) of the applicable premium for employees and dependents enrolled in the plan.

1. Participating Providers: Benefits payable under the plan for participating providers will be as follows:

a. Examination -- payable once in any twelve (12) month period with an employee co-payment of \$5.00.

b. Lenses and frames -- payable once in any twenty-four (24) month period with an employee co-payment of \$7.50 for eyeglass lenses and frames and \$7.50 for medically necessary contact lenses. However, the benefit interval (for participating providers) shall be once in a 12-month period, if there has been a prescription change. The maximum diameter measure of covered lenses shall be 71 millimeters.

- 1 c. Contact lenses not medically necessary -- the plan will pay a maximum
2 of \$90 and the employee shall pay any additional charge of the
3 provider for such lenses. The co-payment provision under B. is not
4 required.

5 Medically necessary means (1) the member's visual acuity cannot
6 otherwise be corrected to 20/70 in the better eye; or (2) the member
7 has one of the following visual conditions: keratoconus, irregular
8 astigmatism or irregular corneal curvature.

9 The maximum benefit paid for eyeglass frames to participating
10 providers shall be the provider's costs or \$25, whichever is less, plus
11 dispensing fee.

12 2. Non-Par Providers: Payments for non-participating providers:

- 13 a. For vision testing examinations: Once in any twelve (12) month period,
14 the plan will pay 75% of the reasonable and customary charge after it
15 has been reduced by the member's co-payment of \$5.00.
- 16 b. For eyeglass lenses: The plan will pay the provider's charge or the
17 amount set forth below, whichever is less.

18 1. Regular Lenses:

19 Single Vision.....\$13.00/Pair

20 Bifocal.....20.00/Pair

21 Trifocal.....24.00/Pair

22 2. Contact Lenses:

23 Medically Necessary

24 As Defined In Subsection C. above\$96.00/Pair

25 Not Medically Necessary..... \$40.00/Pair

26 3. Special Lenses:

27 For covered special lenses (e.g., aphatic, lenticular and aspheric)
28 the plan will pay 50% of the provider's charge for the lenses or 75%
29 of the average covered vision expense benefits paid to participating
30 providers for comparable lenses, whichever is less.

31 4. Additional charges for plastic lenses:

32 \$ 3.00/pair, plus benefit provided above for covered lenses.

33 5. Additional charges for tints equal to rose tints:

34 #1 and #2..... \$3.00/pair

6. Additional charges for prism lenses \$2.00/pair

When only one lens is required, the plan will pay one-half of the applicable amount per pair shown above.

c. For eyeglass frames: The plan will pay the provider's charges or \$14.00, whichever is less.

An annual open enrollment period shall be provided to all employees in July or August of each year of this Agreement.

H. Flexible Benefits Plan.

A flexible benefits plan shall be offered to all bargaining unit employees during the annual enrollment process and shall be effective the first full pay period in the new fiscal year.

The plan will consist of the group insurance programs with various options available to bargaining unit employees. Financial incentives will be paid to employees who select: a catastrophic health plan rather than the standard health plan coverage, a preventive dental coverage rather than the standard state dental plan or reduced life insurance coverage (one times salary or \$50,000 rather than two times salary). In addition, members who elect no health care or dental coverage will receive a financial incentive.

Changes in benefit selections may be made by employees each year during the annual enrollment process or when there is a change in family status as defined by the IRS.

Incentives are paid each year and are the same regardless of an employee's category of coverage. For example, an employee enrolled in employee-only coverage electing the catastrophic health plan for FY05-06 will receive \$1,300 as will an employee enrolled in full-family coverage electing the catastrophic health plan.

Incentives to be paid during each fiscal year will be determined in conjunction with the annual rate setting process. The amount of the incentive to be paid to employees selecting the lower-level life insurance coverage is based on an individual's annual salary and the rate per \$1,000 of coverage, and therefore may differ from employee to employee. Financial incentives under the flexible benefits plan to employees electing catastrophic health, no health care, and/or reduced life plan will be paid on a biweekly basis. Those choosing the preventive dental plan or no dental plan will receive a lump sum payment.

I. Insurance Premiums While On Layoff And Leave Of Absence.

An employee actually separated by reason of layoff from state employment, on an indefinite basis, may elect to prepay the employee's share of premiums for health, dental, vision and life insurance coverage for the two (2) additional pay periods after layoff, by having such premiums deducted from the

1 paycheck covering the final pay period in pay status. The Employer shall pay
2 the employer's share of premiums for health, dental and life insurance
3 coverage for two (2) pay periods for any employee who elects this option.

4 Such coverage for health, dental, vision and life insurance shall continue
5 uninterrupted for the two (2) pay periods referred to above. Election of this
6 option shall not affect the eligibility of the employee to thereafter continue
7 insurance coverage for the remaining period of continuation coverage by
8 directly paying the entire premiums therefore in accordance with current
9 practice.

10 The maximum continuation coverage period for each insurance program shall
11 be as follows: health -- 3 years; dental -- 18 months; vision care -- 18 months;
12 life -- 1 year.

13 Permanent full-time employees who do not use the entire two (2) pay periods
14 because of recall, or otherwise returning to state employment on a permanent
15 basis, shall retain this option for full use once in a fiscal (contract) year.

16 Nothing herein diminishes the rights of a laid-off employee under federal
17 "COBRA" legislation.

18 J. Group Insurance Premiums For Less Than Full-Time Employees.

19 Premium payment and eligibility for coverage for permanent intermittent
20 employees shall continue in accordance with current practice.

21 Employees hired on or after January 1, 2000 who are appointed to a position
22 with a regular work schedule consisting of 40 hours or less per biweekly pay
23 period shall pay fifty percent (50%) of the premium for health, dental and
24 vision insurance. This shall not apply to an employee appointed to a
25 permanent-intermittent position. Eligibility for enrollment shall be in
26 accordance with current contractual provisions.

27 Employees who have a regular work schedule of 40 hours or less per
28 biweekly pay period who are temporarily placed on a regular work schedule of
29 more than 40 hours per biweekly pay period for a period expected to last six
30 months or more, shall be considered as working a regular work schedule of
31 more than 40 hours for the period of the temporary schedule adjustment.

32 K. Flexible Compensation Plan.

33 The Employer's pre-tax dollar deduction program is extended to bargaining
34 unit employees. Under such a program, employee contributions for premiums
35 for health insurance and dental insurance shall be made after FICA
36 calculations, but before income tax withholding calculations are made.

37 Bargaining unit employees shall be offered the option to participate in the
38 State of Michigan dependent care and/or medical spending accounts

authorized by, and established by the State in accordance with current
Section 125 of the U.S. Internal Revenue Service Code.

Article 25

COMPENSATION

A. Rates of Compensation.

1. Fiscal Year 2014-2015.

- a. On October 1, 2014 the base hourly rate in effect at 11:59 p.m. on
September 30, 2014, for each step in the Bargaining Units shall be
increased by 2% (two percent).
- b. At the end of the first full pay period in October, 2014, each full-time
employee who is on the payroll as of October 2, 2014, and who has
accumulated no less than two thousand eighty (2080) hours of current
continuous service since October 1, 2013, shall be paid a one-time
cash payment of 0.5% of the annualized base hourly rate of pay in
effect as of October 2, 2014, which shall not be rolled into the base
wage. For a full-time employee who has accumulated less than two
thousand eighty (2080) hours of current continuous service since
October 1, 2013, this payment shall be pro-rated based on the ratio
between the employee's actual continuous service hours earned after
October 1, 2013, and two thousand eighty (2080) hours, times 0.5% of
the annualized base hourly rate of pay in effect as of October 2, 2014.

At the end of the first full pay period in October, 2014, or the first
subsequent pay period in Fiscal Year 2014-15 for which the employee
receives a pay check, each permanent-intermittent employee, part-
time employee or seasonal employee, who is on the payroll as of
October 2, 2014, and who was either: 1) on the payroll on October 1,
2013, 2) on furlough on October 1, 2013, 3) on seasonal layoff on
October 1, 2013, who has accumulated less than two thousand eighty
(2080) hours of current continuous service between October 1, 2013,
and September 30, 2014, shall be paid a one-time cash payment
which shall not be rolled into the base wage. For each such employee,
this payment shall be pro-rated based on the ratio between the
employee's actual continuous service hours earned between October
1, 2013, and September 30, 2014, and two thousand eighty (2080)
hours, times 0.5% of the annualized base hourly rate of pay in effect as
of October 2, 2014.

2. Fiscal Year 2015-2016.

- a. On October 1, 2015 the base hourly rate in effect at 11:59 p.m. on
September 30, 2015, for each step in the Bargaining Units shall be
increased by 2% (two percent).

1 3. Rates Of Compensation.

2 Effective October 1, 2005, a new base step will be added to each level of
3 each pay range which shall be the current base step minus the difference
4 between the current base step and the first step. In the event that the
5 creation of such a new base step results in an employee employed in this
6 bargaining unit on January 1, 2005 being placed at a lower pay rate upon
7 promotion than they would have received under the pay range structure in
8 place on September 30, 2005, the Employer will utilize provisions of Civil
9 Service Regulation 5.01 Section 3.d.3.a(3) to grant an additional step.

10 B. Longevity.

11 [See Appendix G]

12 C. Standby Pay. Any unit employee who is required in writing by the Employer to
13 standby for recall to duty shall receive one (1) hour's pay for each five (5)
14 hours of time spent on standby.

15 D. Call-Back Pay. Call-back is defined as the act of contacting an employee and
16 requesting that the employee report for work and be ready and able to
17 perform assigned duties at a time other than his/her regular work schedule.
18 Call-back pay shall not be paid to employees whose call-back time is
19 contiguous to their regularly scheduled hours.

20 In accordance with the provisions of this Article, call-back pay shall be paid as
21 follows:

22 1. Employees at the 9 (IV) and 10 (V) levels shall be eligible for a minimum
23 of two (2) hours call-back pay in the event such employees are called
24 back to work.

25 2. Employees at the 11 (VI) level and above shall be eligible for a minimum
26 of three (3) hours compensatory time in the event such employees are
27 called back to work.

28 If an employee has been placed on standby as provided by this Agreement,
29 and is called back during that time, standby pay shall cease at the point in
30 time the employee is called back.

31 E. Shift Differential. Employees shall be paid a shift differential of five percent
32 (5%) per hour above their base rate for all hours worked in a day if fifty
33 percent (50%) or more of their regular schedule for that day falls between
34 4:00 pm and 5:00 am.

35 F. Heights And Tunnels Premium. All unit employees shall be eligible for \$1.00
36 per hour premium for each hour worked for a minimum of four (4) hours per
37 day, for work in:

1 1. High structures in excess of forty (40) feet, requiring the use of scaffolding
2 or safety harnesses; work performed from "safety buckets" (aerial
3 equipment) is not considered high structure work.

4 2. Pressurized tunnels (new construction or reconstruction); work in
5 "caissons" is not considered tunnel work.

6 G. P-Rate. Eligibility for P-rate shall be in accordance with Bureau of
7 Classification Procedure 13 in effect on the date this Agreement is approved
8 by the Civil Service Commission.

9 An employee working in a "covered position" within the meaning of P.A. 302
10 of 1977, as amended is eligible for P-Rate. This provision shall become
11 effective immediately upon approval of this Agreement by the Civil Service
12 Commission.

13 H. Jury And Witness Duty/Fees. An employee is entitled to administrative leave
14 (time off with full pay) while serving on jury duty. To be eligible for
15 administrative leave, the employee must reimburse the Employer any
16 compensation received, excluding travel/meal reimbursement. The employee
17 may elect to use annual leave, accrued compensatory time, or lost time and
18 keep the compensation paid by the court. Upon being notified of jury duty, an
19 employee shall provide notice to the Employer and thereafter advise the
20 Employer of the jury duty schedule on a daily basis. When not selected for
21 actual service, and only on call, the employee shall report for work as
22 scheduled. To receive administrative leave, the employee must:

23 1. Provide a copy of the jury duty summons to his/her supervisor;

24 2. Notify the supervisor of the jury duty schedule on a daily basis at or before
25 the beginning of the employee's scheduled work day;

26 3. Certify, in writing, each period of time actually served as a juror for which
27 administrative leave is requested;

28 4. Submit the jury duty pay stub as soon as it is received together with a
29 payment equal to the jury duty pay, in accordance with departmental
30 procedures.

31 An employee requested or subpoenaed to appear before a court as a witness
32 for the people is entitled to administrative leave (time off with full pay)
33 provided that the employee certifies in writing the period of time of such
34 appearance and for which such administrative leave is requested. Employees
35 must reimburse the department for any witness fees received, up to the
36 amount of their salary, and for any travel expenses allowed by the court.
37 Employees will be reimbursed for any travel expenses in accordance with
38 state standardized travel regulations.

39 If an employee is subpoenaed as a witness or appears in court in any
40 capacity other than as a witness for the people, he/she will not be considered

1 as being on duty, nor will administrative leave be granted. Any authorized
2 absence shall be charged to annual leave and the employee may retain any
3 expenses or monies received from the court. If any court appearance is
4 required as a result of conduct occurring in the course of employment where
5 the employee had a reasonable basis for believing the alleged conduct was
6 within the scope of his/her authority, the employee will be considered as
7 being on duty.

8 I. Pharmacists. Effective October 1, 1996 all pay rates applicable to Pharmacist
9 classes in the bargaining unit shall be increased by \$1.00 per hour prior to
10 implementation of the 1.0% general increase previously agreed.

11 Pharmacists shall be paid an additional 10 percent at all steps in the pay
12 ranges effective October 1, 2005, prior to any across the board increase.

13 Additionally, effective October 1, 2005 an optional signing bonus may be paid
14 to attract eligible pharmacists who possess skills that are in high market
15 demand. A one-time lump sum bonus of up to \$2,500 may, at the employer's
16 option, be paid to new hires. Current employees are not eligible for the bonus.
17 The bonus will only be paid to secure a commitment from a highly qualified
18 candidate and when filling hard-to-fill positions. The employee must agree to
19 pay back the entire bonus including tax withholding thereon, if the employee
20 leaves the department within one year of the appointment. Payback
21 remittances are owed and payable in full within 30 calendar days of the
22 termination date. Such remittance shall be taken as a negative gross pay
23 adjustment from the employee's final pay warrant, if possible. The signing
24 bonus is paid as a gross pay adjustment with the employee's first pay
25 warrant.

26 Pharmacists with five (5) or more years of service as of November 1, 2006,
27 will receive a one-time retention bonus. Such payment will be the gross sum
28 of \$1,500 made on the first pay date in December 2006.

29 J. Toxicologists. Effective October 1, 1996 Toxicologist classes shall be placed
30 in the following pay ranges:

Level	Old Range	New Range
9	730	732
10	733	734
P11	735	737
12	738	741
Spl 12	738	741
Spl 13	742	744
Spl 14	745	746
Spl 15	746	747

If additional levels within the Toxicologist class series are created, the parties agree to meet to determine the appropriate pay range with the intent being to assign any new Toxicologist levels to the pay ranges currently in use for the Epidemiologist class at the same level.

- K. Forensic Scientists. Effective October 1, 1999 Forensic Scientist classes shall be placed in the following pay ranges:

LEVEL	OLD	NEW
9	730	730
10	733	727
P11	735	728
12	738	729
SPL13	742	570

Effective October 1, 2005, forensic scientists shall be paid the gross sum of \$500 per year as a clothing/cleaning allowance. Such payment shall be made on the first pay date in December.

- L. Effected Pay Rate Changes. The parties agree that pay rate changes as an employee moves from entry to intermediate to journey level classifications shall be as defined in the Civil Service Compensation Plan, Procedure 1, VI, except that historical patterns shall continue to apply notwithstanding the impact of lump sum or other general pay adjustments that have the effect of altering the historical pattern.

- M. Severance Pay / Department of Community Health. In recognition of the fact that the de-institutionalization of the Department of Community Health resident population has resulted and will continue to result in the layoff of a large number of state employees, and in recognition of the fact that such layoffs are likely to result in the permanent termination of the employment relationship the parties hereby agree to the establishment of severance pay for certain unit employees. The severance pay shall be administered in accordance with the provisions of the Civil Service Compensation Plan and these provisions are incorporated into this Agreement by reference in their entirety.

Article 26

COMPENSATION UNDER CONDITIONS OF GENERAL EMERGENCY

- A. General Emergency. Conditions of general emergency include, but are not necessarily limited to, severe or unusual weather, civil disturbance, loss of utilities, physical plant failures, or similar occurrences. Such conditions may be widespread or limited to specific work locations.
- B. Administrative Determination. When conditions in an affected area or specific location warrant, state facilities may be ordered closed or, if closure is not possible because of the necessity to continue services, a facility may be

1 declared inaccessible. The decision to close a state facility or to declare it
2 inaccessible shall be at the full discretion of the Governor or his designated
3 representative.

4 C. Compensation in Situation of Closure. When a state facility is closed by the
5 Governor or his designated representative, affected unit employees shall be
6 authorized administrative leave for the period of the general emergency, or
7 seven (7) calendar days whichever is less, to cover their normally scheduled
8 hours of work during the period of closure. This provision shall not apply to
9 employees who can be temporarily reassigned to another facility or are able
10 to perform appropriate job responsibilities away from the facility.

11 Individual unit employees working at facilities ordered closed may still be
12 required to work to perform essential services during the period of closure.
13 When such is the case, the unit employee shall be compensated in the
14 manner prescribed for employees who work under conditions of declared
15 inaccessibility.

16 D. Compensation in Situation of Inaccessibility. If a state facility has not been
17 closed but declared inaccessible in accordance with the Governor's policy,
18 and a unit employee is unable to report for work due to such conditions,
19 he/she shall be granted administrative leave to cover his/her normally
20 scheduled hours of work during the period of declared inaccessibility.

21 A unit employee who works at a state facility during the declared period of
22 inaccessibility shall be paid his/her regular salary and, if overtime work is
23 required, in accordance with the overtime provisions of this Agreement. In
24 addition, such employees shall also be granted compensatory time off equal
25 to the number of hours worked during the period of declared inaccessibility.
26 Compensatory time shall not accrue at the premium rate.

27 E. Additional Timekeeping Procedures. If a state facility has not been closed or
28 declared inaccessible during severe weather or other emergency conditions,
29 an employee unable to report to work because of these conditions shall be
30 allowed to use annual leave or compensatory time credits. If sufficient time
31 credits are not available the employee shall be placed on lost time.

32 When an employee is absent from a scheduled work period, a portion of
33 which is covered by declaration of closure or inaccessibility, annual leave or
34 compensatory time credits may be used to cover that portion of his/her
35 absence not covered by administrative leave. If sufficient credits are not
36 available, the employee shall be placed on lost time. Employees who are
37 absent due to sick or annual leave usage or who have previously scheduled
38 annual leave during the period of closure or inaccessibility shall not be
39 entitled to administrative leave. If an employee is scheduled to return to work
40 while the building remains closed or inaccessible the employee shall then be
41 eligible for such administrative leave.

1 Employees who suffer lost time as the result of the application of this policy
2 shall receive credit for the completed biweekly work period for all other
3 purposes.

4 **Article 27**

5 **DEFERRED COMPENSATION**

- 6 A. Deferred Compensation I (Qualified 457 Tax Sheltered Plan). The Employer
7 agrees to continue the Deferred Compensation I (457 Plan I) for bargaining
8 unit employees.
- 9 B. Deferred Compensation II (Qualified 401(k) Tax Sheltered Plan). The parties
10 agree that all provisions and benefits of the "Michigan State Employee
11 Deferred Compensation Plan II" (401-K PLAN II) shall continue for bargaining
12 unit employees.
- 13 C. Roth 401(k) Plan. The parties agree the provisions and benefits of the Roth
14 401(k) plan shall continue for bargaining unit employees.

15 **Article 28**

16 **FLEXIBLE COMPENSATION PLAN**

- 17 A. Employees in this bargaining unit shall be eligible for a pre-tax dollar
18 deduction of group insurance premiums from gross pay.
- 19 B. Employees in this bargaining unit will be eligible to participate in the State of
20 Michigan Dependent Care and Medical Spending Accounts authorized in
21 accordance with Section 125 of the Internal Revenue Service code.
22 Enrollment period for the accounts is during the month of November.

23 **Article 29**

24 **WORKING OUT OF CLASS**

25 *(In accordance with Civil Service Rule 6-3.2, the parties cannot negotiate working*
26 *out of class as it is a prohibited subject of bargaining.)*

27 **Article 30**

28 **MANAGEMENT RIGHTS**

- 29 A. It is understood and agreed by the parties that the Employer possesses the
30 sole power, duty and right to operate and manage its departments, agencies,
31 and programs and carry out constitutional, statutory and administrative policy
32 mandates and goals. The powers, authority and discretion necessary for the
33 Employer to exercise its rights and carry out its responsibilities shall be limited
34 only by the express written terms of this Agreement, and then only to the
35 extent so specifically limited. Any term or condition of employment other than
36 the wages, benefits, and other terms and conditions of employment
37 specifically established or modified by this Agreement shall remain solely
38 within the discretion of the Employer to determine, establish or modify.

- 1 B. Management rights include, by way of illustration and not by way of limitation,
2 the right without engaging in negotiations with the Union, to:
- 3 1. Determine matters of managerial policy, mission of the agency, budget,
4 the method, means and personnel by which the Employer's operations are
5 to be conducted; organization structure; standards of service and
6 maintenance of efficiency; the right to select, promote, assign or transfer
7 employees; discipline employees for just cause; and in cases of temporary
8 emergency, to take whatever action management deems necessary to
9 carry out the agency's mission.
- 10 2. Utilize personnel, methods and means in the most appropriate and
11 efficient manner as determined by the Employer.
- 12 3. Determine the size and composition of the work force, determine the work
13 of unit employees, determine the amount and type of work needed and, in
14 accordance with such determination, relieve unit employees from duty.
- 15 4. To devise the means and methods to continue its operations and to
16 determine the methods and schedules of operation, the means, methods,
17 and processes of carrying on the work including changes therein, the
18 institution of new and/or improved methods or changes therein.
- 19 5. Adopt rules and regulations affecting the operation of the work place.
- 20 6. Determine without restriction the qualification of unit employees for any
21 and all positions to be filled by the State.
- 22 7. Determine the location or relocation of its facilities, including the
23 establishment or relocations of new buildings, Departments, divisions or
24 subdivisions thereof; and the location and/or relocation or closing of
25 offices, Departments, divisions or subdivisions, buildings or other facilities.
- 26 8. Determine the financial policies, including all accounting and expenditure
27 procedures, and all matters pertaining to public relations.
- 28 9. Determine the size of the management organization, its functions,
29 authority, amount of supervision and table of organization.
- 30 10. To take whatever action deemed necessary to carry out governmental
31 functions in event of emergency.

Article 31

NO STRIKE/NO LOCKOUT

- 34 A. The Union recognizes the responsibility of the State to provide for
35 uninterrupted services to the public. Therefore, for the duration of this
36 Agreement, neither the Union, either individually or through its members, nor
37 any unit employees covered by this Agreement, will authorize, instigate,
38 condone, or take part in any strike, work stoppage, sit down, sit-in, slowdown

1 or other concerted interruption of operations of services by unit employees,
2 and unit employees will maintain the full and proper performance of duties in
3 the event of a strike.

4 B. When the Employer notifies the Union by certified mail that any unit
5 employee(s) is (are) engaged in any such strike activity, the Union shall
6 immediately inform such unit employees that such activity is violative of this
7 Agreement and contrary to the Civil Service Rules and Regulations.

8 C. The Employer agrees not to engage in any illegal lockout against unit
9 employees.

Article 32

SUB-CONTRACTING

12 A. The Employer recognizes its obligation to utilize bargaining unit employees in
13 accordance with the merit principles of the Civil Service Commission. The
14 Employer reserves the right to use contractual personal services in
15 accordance with Civil Service Rules and Regulations.

16 B. The Employer agrees to make reasonable efforts (not involving a delay in
17 implementation) to avoid or minimize the impact of such sub-contracting upon
18 bargaining unit employees.

19 C. Whenever an agency's preliminary evaluation indicates contracting personal
20 services may be in the best interests of the state and further evaluation is in
21 order, the union will be sent written notification. The union may request a
22 meeting with the Employer to discuss the issue.

23 Whenever the Employer intends to contract out or sub-contract personal
24 services, or modify or renew such services, the Employer shall, as early as
25 possible, but no later than the time the request is sent to Civil Service and at
26 least fifteen (15) calendar days prior to implementation, give written notice of
27 its intent to the Union. Such notice shall consist of a copy of all the
28 documentation sent to Civil Service which shall include such matters as:

- 29 1. The nature of the work to be performed or the service to be performed;
- 30 2. The proposed duration and cost of such sub-contracting;
- 31 3. The rationale for such sub-contracting.

32 D. The Employer shall upon written request, meet and confer with the Union
33 over the impact of the decision upon the bargaining unit. Such discussions
34 shall not serve to delay implementation of the Employer's decision.

35 E. Nothing provided in this Section shall prohibit the Union from challenging the
36 planned contracting or sub-contracting before the Civil Service Commission,
37 nor from appealing a departmental action which it alleges violates Civil
38 Service Rules and Regulations. The Employer's decision to contract or sub-

1 contract is not grievable under Article 9 of this Agreement and no arbitrator
2 has jurisdiction over either the Employer's decision to contract or sub-contract
3 or the approval by the Department of Civil Service of the Employer's request
4 to contract.

5 F. If the request is a renewal of, or a new request for blanket pre-authorization of
6 a particular service, the Union shall be noticed no later than the time the
7 request is sent to Civil Service. This notice shall contain a copy of the
8 request, and all related background materials sent to Civil Service.

9 G. Where no CS-138 is required, the Employer shall submit a copy of the
10 contract to the Union, no later than ten week days prior to the execution of the
11 contract.

Article 33

INTEGRITY OF THE BARGAINING UNIT

14 The Employer recognizes that the integrity of the bargaining unit is of significant
15 concern to the employees and the Union. Bargaining unit work shall, except as
16 provided below, be performed by bargaining unit employees. The Employer shall
17 not assign bargaining unit work to employees outside of the bargaining unit
18 except in the case of emergency, temporary work relief or to the extent that such
19 work is a part of their duties as provided in the Civil Service class specifications
20 or to the extent that such assignment is a matter of customary practice. In no
21 event shall such assignments be made for the purpose of reducing or eroding the
22 Scientific and Engineering bargaining unit.

Article 34

JOINT LABOR-MANAGEMENT ACTIVITIES

25 A. Disability Management. The parties agree that the issue of Disability
26 Management is a complex and difficult one which requires study. In addition,
27 disability management policies and programs, when fully implemented, may
28 require changes in some of the provisions of this Agreement. This project
29 includes both the project director and the project labor-management work
30 group. Nothing in this Section is intended to preclude the parties from
31 working, jointly or separately, to learn more about disability management and
32 implementing mutually agreed upon programs. The parties agree that, in the
33 event the state adopts a disability management program, the contract may be
34 reopened for negotiations on this issue by mutual agreement.

35 B. The parties agree that the following topics are of importance to both the
36 bargaining unit and the Employer. As such, the parties will establish a
37 committee consisting of the same number of Management and Union
38 representatives in order to discuss these issues. At the request of either
39 party, the committee will convene to meet and discuss any of the following
40 topics as they affect the bargaining unit statewide:

1. Training and Education
2. Health and Safety
3. Technology and Equipment
4. Supervisor/Employee Relations

C. Administrative leave for unit employees to attend such conferences will be provided only for that number of unit employees mutually agreed upon between the Employer and the Union.

Article 35

DRUG AND ALCOHOL TESTING

The parties recognize that drug and/or alcohol abuse by an employee often contributes to less than satisfactory attendance and job performance, and may needlessly endanger the safety and well-being of other employees and members of the general public. The parties also recognize that one purpose of this article is to assist employees who may have a problem with drug or alcohol abuse.

A. Testing.

The employer may require an employee to submit to urinalysis drug screening or alcohol breath testing under the circumstances set forth below in subsections 1 through 5.

An employee may refuse to submit to a drug screening or alcohol test but the employee shall be warned that such refusal constitutes grounds for discipline equivalent to discipline imposed for a positive test result, and allowed an opportunity to submit to the testing as though the employee had originally complied with the order.

1. Preappointment Testing: An employee not occupying a test designated position shall submit to a urinalysis drug screening if the employee is selected for a test-designated position. The employee shall not perform any duties of a test designated position until the employee has submitted to and passed a drug screening. If the employee fails or refuses to submit to the drug test, interferes with a test procedure, or tampers with a test sample, the employee shall not be appointed or otherwise placed in the test designated position and will be ineligible for appointment to or placement in a test designated position for a period of three years. Also, the employee may be disciplined if the employee fails a drug test, refuses to submit to the drug test, interferes with a test procedure, or tampers with a test sample.

2. Random testing: An employee in a test designated position may be selected at random from a pool comprised of test designated positions covered by this Agreement. The number of urinalysis drug screenings performed at random each calendar year may not exceed a number equal

to 15% (See LOU or page 157) of the number of test designated positions in the pool. The number of alcohol breath tests performed at random each calendar year may not exceed a number equal to 15% of the number of test designated positions in the pool. (See Letter of Understanding, Drug and Alcohol Testing.) If an employee is selected more than twice in a calendar year, the employer agrees to meet with the Union to share specific information used to select that individual and discuss any concerns raised by the Union regarding this information.

3. Reasonable suspicion testing: An employee may be required to submit to urinalysis drug screening or alcohol breath testing based on reasonable suspicion. Reasonable suspicion means a belief, drawn from specific objective facts and reasonable inferences drawn from those facts in light of experience, that an employee is using or may have used drugs or alcohol in violation of this agreement or a departmental work rule. By way of example only, reasonable suspicion may be based upon any of the following:

- a. Observable phenomena, such as direct observation of drug or alcohol use or the physical symptoms or manifestations of being impaired by, or under the influence of, a drug or alcohol.
- b. A report of on-duty or sufficiently recent off-duty drug or alcohol use provided by a credible source.
- c. Evidence that an individual has tampered with a drug test or alcohol test during employment with the State of Michigan.
- d. Evidence that an employee is involved in the use, possession, sale, solicitation, or transfer of drugs or alcohol while on duty, or while on the employer's premises, or while operating the employer's vehicle, machinery, or equipment.

The basis of support for the reasonable suspicion drug screening or alcohol test will be documented by a trained supervisor. An employee shall not be required to submit to a reasonable suspicion drug screening or alcohol test without the individualized expressed approval of the employer Designated Drug and Alcohol Testing Coordinator (DATC) or his/her designee.

4. Post Accident Testing: An employee in a test designated position shall submit to a drug test or an alcohol test if there is evidence that the employee in the test designated position may have caused or contributed to a serious work accident. A serious work accident is defined as an on-duty accident resulting in death, or serious personal injury requiring immediate medical treatment, that arises out of any of the following:

- a. The operation of a motor vehicle
- b. The discharge of a firearm

- c. A physical confrontation
- d. The provision of direct health care services
- e. The handling of dangerous or hazardous materials

5. Follow-up Testing: an employee shall submit to unscheduled follow-up drug and/or alcohol testing if, within the previous 24-month period, the employee voluntarily disclosed drug or alcohol problems, entered into or completed a rehabilitation program for drug or alcohol abuse, failed or refused a preappointment drug test, or was disciplined for violating the provisions of this Agreement and employer work rules.

The Employer may require an employee who is subject to follow-up testing to submit to no more than six unscheduled drug or alcohol tests within any twelve month period.

Test Designated Positions.

For purposes of this article, test designated positions are:

1. A safety-sensitive position in which the incumbent is required to possess a valid commercial driver's license or to operate a commercial motor vehicle, an emergency vehicle, or dangerous equipment or machinery.
2. A position in which the incumbent possesses law enforcement powers or is required or permitted to carry a firearm while on duty.
3. A position in which the incumbent, on a regular basis, provides direct health care services to persons in the care or custody of the state or one of its political subdivisions.
4. A position in which the incumbent has regular unsupervised access to and direct contact with prisoners, probationers, or parolees.
5. A position in which the incumbent has unsupervised access to controlled substances.
6. A position in which the incumbent is responsible for handling or using hazardous or explosive materials.

Additional test designated positions in other classifications whose duties are not as provided in subsections 1 through 6 above shall be subject to the provisions of this article pursuant to secondary negotiations.

New classifications, or levels added to existing classifications, may include duties consistent with those identified for test designated positions in subsections 1 through 6 above. The Employer shall meet with the Union to review the new classification or level prior to requiring an employee in the new class to submit to testing under this article.

1 B. Drug and Alcohol Testing Protocol.

2 The Employer will adopt the U.S. Department of Health and Human Services
3 Mandatory Guidelines for Federal Workplace Drug Testing Programs as the
4 protocol for drug testing and the U.S. Department Of Transportation
5 Procedures For Transportation Workplace Drug And Alcohol Testing
6 Programs for alcohol testing.

7 After adoption of the protocol, and its implementation, the protocol shall not
8 be subject to change except by mutual agreement of the parties and
9 approved by the Civil Service Commission.

10 The parties agree to incorporate into this agreement the definitions contained
11 in the U.S. Department Of Health And Human Services Mandatory Guidelines
12 For Federal Workplace Drug Testing Programs, as may be amended, and in
13 the U.S. Department of Transportation Procedures for Transportation
14 Workplace Drug and Alcohol Testing, as may be amended. In addition, the
15 parties agree to define 'credible source' as:

16 "One who is trustworthy and entitled to be believed. One who is entitled to
17 have his/her oath or affidavit accepted as reliable, not only on account of
18 his/her good reputation for veracity, but also on account of his/her
19 intelligence, knowledge of the circumstances, and disinterested relation to
20 the matter in question. One who is competent to testify."

21 C. Union Representation.

22 Employees may confer with an available Union representative on site (if
23 available on site), or through a telephone conference, whenever an employee
24 is directed to submit to a reasonable suspicion alcohol or drug test, provided
25 such contact will not unreasonably delay the testing process.

26 D. Review Committee for Drug and Alcohol Testing.

27 A committee consisting of three (3) representatives of the SEIU Coalition and
28 three (3) representatives of the Employer shall meet prior to the
29 implementation of the drug and alcohol testing program to review and discuss
30 the testing procedures, collection methods, quality assurance, and other
31 matters pertaining to the operation of the testing program. The review
32 committee will also meet, upon request of either party, to review testing data
33 and discuss problems related to the administration of the testing program.
34 The committee may vote on matters it discusses. The committee's
35 recommendations, if any, will be submitted to the Employer for its
36 consideration. Recommendations voted on by the committee will be reported
37 as "without recommendation" if based on 3-3-tie vote and as a "unanimous
38 recommendation" for any vote other than 3-3.

1 E. Confirmation Alcohol Testing.

2 If an employee is tested for alcohol and is determined to have a blood alcohol
3 level equal or greater than .02% in both the initial evidentiary breath test
4 (EBT) and the confirmation evidentiary breath test, at the employee's option
5 and at the employee's full cost, the employee may elect to have a second
6 confirmation test carried out by drawing a sample of blood and submitting it
7 for testing at an approved laboratory. This option is only available if the
8 testing site where the two positive breath tests were conducted is equipped to
9 draw the blood and either directly provide for its testing for level of blood
10 alcohol or transport the sample to a laboratory which is certified to test the
11 sample for level of blood alcohol. The protocol for such confirmation blood
12 testing for alcohol (including but not limited to chain of custody, security,
13 integrity and identity of sample, transportation to testing laboratory if required,
14 reporting of results, etc.) shall be determined prior to initiation of alcohol
15 testing under this article and shall be a topic for discussion in the committee
16 established in this article. The employee shall remain off the job until the
17 results of the second confirmation test are provided to the Employer and may
18 use available leave credits, if desired.

19 F. Self-Reporting.

20 An employee who voluntarily discloses to the Employer a problem with drugs
21 or alcohol shall not be disciplined for such disclosure, if, and only if, the
22 problem is disclosed before the occurrence of any of the following:

- 23 1. For reasonable suspicion testing, before the occurrence of an event that
24 gives rise to reasonable suspicion that the employee has violated this
25 agreement or a department work rule.
- 26 2. For preappointment testing, follow-up testing, and random testing, before
27 the employee is notified to submit to a drug test or alcohol test.
- 28 3. For post-accident testing, before the occurrence of any accident that
29 results in post-accident testing.

30 After self-reporting, the Employer shall permit the employee an immediate
31 leave of absence, subject to the provisions of Article 23, Leave of
32 Absence, to obtain medical treatment or to participate in a rehabilitation
33 program. In addition, the Employer shall remove the employee from the
34 duties of a test-designated position until the employee submits to and
35 passes a follow-up drug or alcohol test. The Employer may require the
36 employee to submit to further follow-up testing as a condition of continuing
37 or returning to work.

38 An employee may take advantage of this provision no more than two
39 times while employed in the classified service. An employee making a
40 report is not excused from any subsequent drug or alcohol test or from
41 otherwise complying in full with this article. An employee making a report

remains subject to all drug and alcohol testing requirements after making a report and may be disciplined as the result of any subsequent drug or alcohol test, including a follow-up test.

Article 36

MISCELLANEOUS

A. Supplemental Employment.

1. Employees shall be permitted to engage in supplemental employment under the following conditions:

a. The supplemental outside employment must in no way conflict with the employee's hours of state employment or in quantity or interest conflict in any way with satisfactory and impartial performance of state duties.

b. The employee must secure the written approval of the appointing authority on an annual basis before engaging in any supplemental outside employment.

c. The employee must keep the appointing authority informed of contemplated changes in supplemental outside employment.

2. Notification. Notification of outside employment shall be given the Employer at least ten (10) days before the commencement of said employment and prior to any changes in previously approved supplemental employment. Approval or disapproval, with reasons therefore, will be given by the employer within ten (10) days after receipt of the notification, or prior to the anticipated commencement date, whichever occurs first. Notification shall be made on forms prescribed by the department.

3. Cancellation. Should the Employer determine that an employee's supplemental employment interferes with his/her regular work, employment violates Civil Service Rules and Regulations, or is in violation of this Agreement, he/she will be given reasonable time to promptly terminate his/her supplemental employment before being disciplined, requested to resign state service, or involuntarily terminated.

B. Safety Shoes. When the Department requires that unit employees wear approved safety shoes, the Department will provide such approved safety shoes in accordance with departmental regulations. At the unit employee's option, if safety shoes are required, the Department shall reimburse the unit employees for the cost of approved safety shoes up to a maximum of \$200.00 during any twenty-four (24) month period of time.

C. The Employer will furnish protective clothing and equipment in accordance with applicable standards established by the Michigan Departments of Consumer & Industry Services and/or Community Health/Community Public Health Agency. The issue of the Employer providing other apparel, the

purpose of which is to protect the health and safety of employees against hazards they might reasonably be expected to encounter in the course of performing job duties, shall be a proper subject for secondary negotiations.

D. Safety Glasses. If the Employer requires an employee to wear safety glasses, and the employee needs corrective lenses, the Employer shall furnish such glasses after the employee has presented the Employer with the required prescription. The employee shall bear the cost of any eye examination.

E. VDT/CRT Glasses. Employees who, while operating a VDT/CRT require prescription corrective lenses which are different than those normally used, shall be eligible for reimbursement for lenses and frames on an annual basis at the rates provided herein. Such reimbursement shall be made by the departmental employer. These lenses and frames are in addition to those provided under the vision care insurance. In order to be eligible for this additional reimbursement, employees must utilize a VDT/CRT more than 50% of the time.

F. Printing Costs. The Union and the Employer agree to pay for the number of contracts each party requests.

G. Pre-Tax Payroll Deduction For Parking or Transportation Expenses. The parties have discussed the parking/transportation benefit authorized by the Internal Revenue Code, which allows employees to pay parking or transportation expenses out of pre-tax income under certain circumstances. Among the factors discussed was that taking advantage of the parking/transportation benefit reduces an employee's taxable income, and therefore could slightly reduce the amount of the employee's social security benefit.

The parties agree as follows:

1. For bargaining unit employees who pay for parking through payroll deduction, the Employer will implement the pre-tax payroll deduction benefit effective with the August 16, 2001 pay date. Prior to implementation, employees will be offered the opportunity to opt out of the benefit (i.e., to continue payroll deduction from after-tax income).
2. As soon as administratively feasible, bargaining unit employees who do not have payroll deduction for parking will be offered the opportunity to establish an account for the purpose of reimbursing out-of-pocket parking expenses. The employee determines the amount of pre-tax income to set aside, and then submits parking receipts for reimbursement from this account.
3. If permitted under the IRS Code, the Employer will offer the opportunity to establish pre-tax reimbursement accounts to bargaining unit employees who use van pools, buses, or other forms of mass transportation to

1 commute to and from work. Additional research is required to determine
2 whether this benefit can be offered.

3 H. Where employees are required to wear identification badges, the employer
4 shall provide protective covers for the badges at no cost to the employee.

5 I. Limited Term Appointments. When an employee has been in the same limited
6 term appointment for 4,160 continuous service hours, the employee shall be
7 made permanent, unless the employee is working in a project which has an
8 established ending date. This provision shall not apply in the case of a
9 continuing state classified employee who accepts an appointment to a limited
10 term position, except as specified in Article 12, Section D.

11 J. Before parking rates are increased for bargaining unit employees, the Office
12 of the State Employer will meet with the Union and provide information
13 explaining the increase.

14 K. Federal Bicycle Commuter Benefit. During the course of negotiations in 2011,
15 the Office of the State Employer and SEIU Local 517M, Scientific and
16 Engineering Unit, agreed to establish a joint committee for the purpose of
17 reviewing benefits provided under the Federal Bicycle Commuter Benefit.

18 **Article 37**

19 **DURATION AND TERMINATION OF AGREEMENT**

20 A. This Agreement shall be effective January 1, 2014, upon Civil Service
21 Commission approval and shall continue in full force and effect until
22 December 31, 2015.

23 B. Provisions concerning compensation during fiscal year 2016-2017 and non-
24 compensation Articles effective January 1, 2016 shall be opened by either
25 party giving written notice to the other of its intent to bargain such provisions,
26 on or after March 1, 2015 but no later than May 1, 2015.

27 **Letter of Understanding—ARTICLE 35**

28 **DRUG AND ALCOHOL TESTING**

29 During the negotiations in 2004, the parties discussed reducing the percentage of
30 employees who are subject to random drug and/or alcohol testing. The Employer
31 agreed to reduce the number of random tests to 10% of the number of test-
32 designated positions in the pool for a one-year period beginning in October 2005.
33 If after one year there is a significant increase in the percentage of positive tests,
34 the Employer reserves the right to return to 15%. If there is a significant reduction
35 in the percentage of positive test results, the Employer will meet with the Union to
36 discuss the issue of further reduction in the percentage of employees randomly
37 tested.

For the Union	For the Employer
Edward A. Novak 10-28-04	Jan F. Miller 10-28-04

Letter of Understanding

UNION USE OF STATE'S E-MAIL SYSTEM

Where access to the state's e-mail system is otherwise available, the employer agrees to permit use of the state's existing e-mail system by union staff, union officers and union stewards for legitimate union business. Any use of the state's e-mail system by a bargaining unit employee for legitimate union business must take place on non-work time only, including the review of any such union materials transmitted.

All legitimate union business transmitted through the state's e-mail system must be clearly identified as a union communication in the subject line, and must be of a reasonable size, volume, and frequency. The employer shall have no liability to the union or an employee for the delivery or security of such transmittals.

No partisan political, or profane materials, or materials related to union elections, or materials defamatory or detrimental to the state, to the union, or to an individual employee, may be transmitted through the state's e-mail system. The employer reserves the right to block any and all such material. The state's e-mail system is not private and may be monitored at any time.

In the event the office of the state employer determines that the union's use of the state's e-mail system violates provisions of this letter of understanding, upon notice from the office of the state employer, the union shall promptly take steps to correct the violation. In the event of a repeat violation, the office of the state employer and the union shall meet and resolve the issue.

The program will continue for the duration of the agreement unless the office of the state employer identifies problems that cannot be resolved after meeting with the union. The office of the state employer reserves the right to cancel the program if the parties fail to resolve any identified problem(s).

For the Union

Cindy Kalinowski 11-04-04

For the Employer

Cheryl Schmittiel 11-04-04

Letter of Understanding

**SEIU LOCAL 517M, SCIENTIFIC AND ENGINEERING UNIT
OPTIONAL COVERAGES PROGRAM**

Upon Civil Service Commission approval an Optional Coverages Program (OCP) will be implemented for State of Michigan employees. Plans to be offered initially under the OCP are expected to include voluntary group term life insurance, universal life insurance, critical illness insurance, and group home and auto insurance. Additional plans may be offered at later dates.

The parties agree the Employer may extend the OCP to employees in the Scientific and Engineering bargaining unit. Employees who choose to voluntarily participate in the OCP may elect to enroll in one or more of the plans offered

upon the terms and conditions set forth by the provider of the specific optional coverage plan(s). Employees who choose to not participate in the OCP will not have any optional coverages.

Premiums required for any OCP plan in which the employee enrolls are the sole responsibility of the employee. Payment may be made through payroll deduction or direct bill as permitted by the specific plan.

In the event any optional coverage plan is canceled or withdrawn, employees enrolled in the plan will be sent written notice at least 30 calendar days in advance of the coverage end date.

For the Union	For the Employer
Cindy Mason 11/7/05	Thomas N. Hall 11/8/05

Letter of Understanding

Banked Leave Time Program

1. Eligibility.

Permanent and limited-term, full-time, part-time, seasonal, and intermittent, probationary and non-probationary employees shall be required to participate in the banked leave time program (program). Non-career employees are not eligible to participate in the program.

2. Definitions and Description of Program.

An eligible employee shall work a regular work schedule, but receive pay for a reduced number of hours. The employee's pay shall be reduced by four (4) hours per pay period for full-time employees, and by a pro rata number of hours for less than full-time employees. The employee will be credited with a like number of banked leave time (BLT) hours for each biweekly pay period.

3. Hours Eligible for Conversion to Program.

The number of BLT hours for which the employee receives credit shall be accumulated and reported periodically to participating employees. During the term of this Letter of Understanding, an employee shall not be able to accumulate in excess of 184 BLT hours. Accumulated BLT hours shall not be counted against the employee's annual leave cap, known as part a hours under the annual and sick leave program.

The employee shall be eligible to use the accumulated BLT hours in a subsequent pay period in the same manner as annual leave, pursuant to Article 21.

1 4. Timing of conversion of unused program hours.

2 Upon an employee's separation, death or retirement from state service,
3 unused BLT hours shall be contributed by the state to the employee's account
4 within the State of Michigan 401(k) plan, and if applicable to the State of
5 Michigan 457 plan. Such contributions shall be treated as non-elective
6 employer contributions, and shall be calculated using the product of the
7 following: (i) the number of BLT hours and, (ii) the employee's base hourly
8 rate in effect at the time of the contribution.

9 If the amount of a projected contribution would exceed the maximum amount
10 allowable under section 415 of the internal revenue code (when combined
11 with other projected contributions that count against such limit), the state shall
12 first make a contribution to the employee's account within the State of
13 Michigan 401(k) plan up to the maximum allowed, and then make the
14 additional contribution to the employee's account within the State of Michigan
15 457 plan.

16 5. Insurances, Leave Accruals and Service Credits.

17 Retirement service credits, overtime compensation, longevity compensation,
18 step increases, continuous service hours, holiday pay, annual and sick leave
19 accruals will continue as if the employee had received pay for the BLT hours.
20 Premiums, coverage and benefit levels for insurance programs (including ltd)
21 in which the employee is enrolled will not be changed as a result of
22 participation in the program. Employees shall incur no break in service due to
23 participation in the program. The program is not intended to have an effect on
24 the final average compensation calculations under the state's defined benefit
25 plan nor the salary used for employer contribution calculations under the
26 state's defined contribution plan.

27 6. Relationship to Plan A and Plan C.

28 Before incurring unpaid Plan A or Plan C hours all BLT hours must be
29 exhausted.

30 7. Term.

31 The program shall be effective the pay period beginning January 2, 2005. The
32 pay reduction and accrual provisions of this letter of understanding shall be in
33 effect through the pay period ending October 22, 2005 unless extended by
34 mutual agreement of the parties.

For the Union

Edward A. Novak 10-28-04

For the Employer

Jan F. Miller 10-28-04

Letter of Understanding

Article 29—Working Out Of Class

During the negotiations in 2007, the parties acknowledge the Civil Service Commission's current rule identifying working out of class as a prohibited subject of bargaining. Accordingly, the parties jointly agreed not to conduct negotiations over the subject at this time.

In the event the Civil Service Commission Rule is amended to permit negotiating working out of class, the parties will commence negotiations, upon the request of the Union, and subject to such restrictions as the Civil Service Commission may establish. Previous language in Article 29 of the Agreement will be used as a starting basis for negotiations.

FOR THE UNION
Cindy Mason

FOR THE EMPLOYER
Cheryl Schmittiel

Letter of Understanding

SEIU Local 517M—Scientific and Engineering Unit

Commercial Drivers License

In accordance with Public Act 346 of 1988, a valid Commercial Drivers License (CDL) is required in order to perform certain duties. The parties agree the following provisions apply to Scientific and Engineering Bargaining Unit employees who volunteer to be assigned duties that require possession of a CDL, and who are so assigned those duties by the employer.

- A. The employer will reimburse the cost of obtaining and renewing the required CDL group license and endorsements for those employees in positions where duties requiring such license and endorsement(s) are assigned. License and endorsement requirements will be determined by management.
- B. The employer will reimburse, on a one time basis, the fee for the skills test, if required, provided the skills test is not being required because of the employee's poor driving record. In that case, the employee is responsible for the cost of the skills test. Where a skills test is required, the employee will be permitted to utilize the appropriate state vehicle.
- C. Employees shall be eligible for one grant of administrative leave to take the test to obtain or renew the CDL. Should the employee fail the test initially, the employee shall complete the necessary requirements on non-work time.
- D. Employees who fail required tests may seek a 90 day extension of their current license. The employer shall not be responsible for any fees associated with such extensions.
- E. Employees required to obtain a medical certification of fitness in order to perform duties requiring a CDL shall have the "Examination to Determine

Letter of Understanding

Physical Condition of Drivers" form filed in their medical file. A copy of the medical "Examiners Certificate" shall be placed in their personnel file. The employer agrees to pay for the examination and to grant administrative leave for the time necessary to complete the examination.

F. Employees who do not meet the required physical standards but who are otherwise qualified for a CDL may apply for a waiver to the Motor Carrier Appeal Board.

G. An employee who is assigned duties requiring a CDL is subject to the drug and alcohol testing provisions for a safety-sensitive position in accordance with Article 35 of the Collective Bargaining Agreement and existing department policy, procedures, and work rules.

H. Whenever a CDL is referred to in this Letter of Understanding, it is understood to mean the CDL and any required endorsements).

Nothing herein limits the employer's right to require the possession of a CDL where the assigned duties so require.

Any issues of concern that may arise over the implementation of this Letter of Understanding are appropriate subjects to address in a labor management conference in accordance with Article 6 of the Collective Bargaining Agreement.

For the Union

Cindy Mason 4/28/08

For the Employer

Cheryl Schmittiel 4/28/08

Letter of Understanding

SEIU Local 517M, Scientific and Engineering Unit

And State of Michigan, Office of the State Employer

Joint Healthcare Committee

During the 2011 negotiations, the parties discussed the mutual goal of designing and implementing health care plans, including ancillary plans, that effectively manage costs and that work to keep members healthy. To that end, the Employer and the Unions will convene a Joint Healthcare Committee (the "Committee") whose charges will include, but not be limited to:

a. Analysis of current plan performance identifying opportunities for improvement;

b. Investigate potential savings opportunities from re-contracting pharmacy or other carrier contracts;

c. Review the current specialty pharmacy program and identify best-in-class specialty programs to use as a benchmark;

d. Analyze current HMO plans to determine if they are a cost-effective means of providing high quality health care;

Letter of Understanding

- 1 e. Investigate impact on outcomes and costs of Value Based Benefit Designs;
2 f. Identify opportunities for cost-containment programs and carve out programs;
3 g. Investigate opportunities to save costs by modifying or otherwise limiting
4 medical, professional and pharmacy networks;
5 h. Review current chronic care management programs to determine
6 effectiveness as well as ongoing member compliance;
7 i. Investigate work place health and wellness programs and make
8 recommendations with the goal of educating and motivating employees
9 toward improved health and wellbeing;
10 j. Make recommendations to increase voluntary participation in health and
11 wellness screenings and benefits included in current health plans;
12 k. Identify educational opportunities relative to facility and professional provider
13 quality data, as well as designated centers of excellence.
14 As mutually agreed by the parties, independent subject matter experts and
15 consultants may be called upon to assist the Committee in carrying out their
16 charges.
17 Within 30 days of the effective date of the Agreement, each union shall appoint a
18 representative to serve on the Committee and the Employer shall designate up to
19 four representatives. The Committee will be jointly chaired by a representative
20 designated by OSE and a representative designated by the Unions.
21 Monthly meetings of the Committee shall be scheduled with the first being held
22 no later than 45 days following the effective date of the Agreement.

For the Union

For the Employer

23 **Letter of Understanding**

24 **SEIU Local 517M, Scientific and Engineering Unit**

25 **And State of Michigan, Office of the State Employer**

26 **New Solutions Committee**

27 During the 2011 negotiations, the parties discussed the role of labor
28 management cooperation and collaboration in providing more efficient delivery of
29 services to the citizens of Michigan. The parties recognize that the efficient
30 delivery of services to the public should be mindful of the cost effectiveness,
31 quality of delivery, accountability and public interest. The discussion
32 encompassed the Unions' New Solutions Report, which encourages all
33 stakeholders to work together in an open dialogue manner to achieve best in
34 class public service.

1 The parties agreed to approach the New Solutions Report jointly with the goal of
2 facilitating the development of positive programs relative to the effective use of
3 resources. Such effective use of resources may include self-directed work teams
4 or other empowerment initiatives as agreed by the parties to provide front line
5 workers with the support needed to effectively perform their jobs.

6 The parties recognize that Lean Optimization can be a valuable tool in achieving
7 the effective use of resources. Lean Optimization has the simple goal of helping
8 state government work better for both its customers and its employees. Lean
9 practices rely on joint participation between employees and management at all
10 levels within the State. World class service cannot occur without such employee
11 involvement.

12 Within sixty (60) days of the effective date of the Collective Bargaining
13 Agreement, a New Solutions Committee will be established to explore innovative
14 solutions to deliver better customer service and pursue better value from those
15 who deliver the services. Each of the Coalition Unions may designate two (2)
16 representatives to meet with the Office of the State Employer. Representatives
17 from the Departments and/or the Civil Service Commission may participate as
18 needed. The Committee will determine the meeting schedule and agenda. The
19 parties agree on the value of utilizing outside independent facilitators trained in
20 business lean practices and will explore funding alternatives to engage mutually
21 agreed upon lean consultants.

For the Union

For the Employer

Letter of Understanding

NEOGOV

24 During the course of negotiations in 2013, the parties discussed the changes in
25 the technology related to the hiring process; specifically, the NEOGOV system.
26 The parties agree to explore the use of this technology for mutually beneficial
27 opportunities in order to streamline the transfer request process. The parties also
28 agree to explore the use of NEOGOV for the recall process.

29 Any changes that would modify the Collective Bargaining Agreement would be
30 implemented in a separate Letter of Understanding that would be submitted to
31 the Civil Service Commission for approval.

32 For the Union

For the Employer

33 Date

Date

Letter of Understanding

Article 4

Dues Deduction and Voluntary Representation Fee

During 2013 negotiations, the parties recognized that challenges have been made to the application of Public Act 349 of 2012 (the public sector "right to work" law) to employees in the classified service. The parties also recognize that challenges have been made to the overall legality of Public Act 349. This contract amends Article 4 to be consistent with Public Act 349.

If Public Act 349 is held to be unconstitutional, repealed or in any way modified by a state or federal court of final jurisdiction, the language in Article 4 of this contract shall revert to the language of Article 4 of the 2011-2013 contract.

For the Union	For the Employer
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Date	Date
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Letter of Understanding - Article 17

During the negotiations in 2013 the parties discussed the requirement in Article 17 to attach the receipt for any reimbursed meal to the request for travel reimbursement for actual expenses up to the maximum reimbursable rate as provided in Article 17.

The Employer and Union agree to implement a pilot program to suspend the requirement to attach meal receipts to such requests. Since travel reimbursement is subject to departmental review, it remains the employee's responsibility to maintain supporting documentation of actual meal expenses incurred for which reimbursement from the Department was received.

The pilot program will continue for the duration of the Agreement unless the Office of the State Employer identifies problems that cannot be resolved after meeting with the Union. The Employer reserves the right to reinstate the requirement for receipts at any time during the pilot program if the parties fail to resolve any identified problems.

FOR THE UNION

FOR THE EMPLOYER

Letter of Understanding

Article 20, Paid Holidays

During the course of negotiations in 2013, the parties discussed the volunteer/inverse seniority assignment procedure when bargaining unit work is necessary on a State observed holiday. In accordance with Article 20, Section B(1)(a), a holiday that falls on a Saturday shall be observed on the preceding Friday, and a holiday that falls on a Sunday shall be observed on the following Monday. The parties agreed to establish a work group for the purpose of discussing the assignment procedure in the Department of Community Health

1 Newborn Screening Unit when bargaining unit work is necessary on an actual
2 holiday that falls on a Saturday or Sunday.

3 The parties agree that the work group will begin meeting three (3) months from
4 the effective date of this agreement. The work group will consist of up to four (4)
5 bargaining unit members and up to four (4) Management representatives.

6 Any changes that would modify the Collective Bargaining Agreement would be
7 implemented in a separate Letter of Understanding that would be submitted to
8 the Civil Service Commission for approval.

9	For the Union	For the Employer
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Appendix A

CLASSIFICATION LISTINGS

Aeronautic Specialist-2 13
Aquatic Biologist Spl. 3 14
Aquatic Biologist-A 12
Aquatic Biologist-E 10
Aquatic Biologist-E 9
Aquatic Biologist-E P11
Aquatic Biology Spl 2 13
Archaeologist Specialist 2 13
Archaeologist-A 12
Archaeologist-E 10
Archaeologist-E 9
Archaeologist-E P11
Architect Specialist-2 Lic 13
Architect Specialist-3 Lic 14
Architect-A 12
Architect-E 10
Architect-E 9
Architect-E P11
Aviation Specialist-A 12
Aviation Specialist-E P11
Building Construction Spl 2 13
Building Construction Spl 3 14
Building Construction Supt-A 12
Building Construction Supt-E 9
Building Construction Supt-E 10
Building Construction Supt-E P11
Clinical Hlth Scientist Spl-2 13
Clinical Hlth Scientist Spl-3 14
Clinical Hlth Scientist Spl-4 15
Dairy Industry Scientist-A 12

Dairy Industry Scientist-E P11
Dairy Industry Specialist 2 13
Dairy Industry Specialist 2 14
Dairy Industry Scientist-E 10
Dairy Industry Scientist-E 9
Engineer-A 12
Engineer-E 10
Engineer-E 9
Engineer-E P11
Engineering Lic Specialist 13
Engineering Lic Specialist 3 14
Engineering Lic Specialist 4 15
Engineering Specialist 2 13
Engineering Spl. 3 14
Engineering Spl. 4 15
Env Sanitarian Spl 2 13
Env. Sanitarian Spl. 3 14
Env. Sanitarian-E 10
Env. Sanitarian-E 9
Environmental Engineer Lic-A 12
Environmental Eng Lic Spl 2 13
Environmental Eng Lic Spl 3 14
Environmental Engineer Spl 2 13
Environmental Engineer Spl 3 14
Environmental Engineer-A 12
Environmental Engineer-E 10
Environmental Engineer-E 9
Environmental Engineer-E P11
Environmental Quality Alt-A 12
Environmental Quality Alt-E 10

Environmental Quality Alt-E 9	Geology Spl. 3 14
Environmental Quality Alt-E P11	Industrial Hygienist Spl-2 13
Environmental Quality Spl 2 13	Industrial Hygienist Spl-3 14
Environmental Quality Spl 3 14	Industrial Hygienist Spl-4 15
Environmental Quality Spl 4 15	Industrial Hygienist-A 12
Environmental Sanitarian-A 12	Industrial Hygienist-E 9
Environmental Sanitarian-E P11	Industrial Hygienist-E 10
Epidemiologist 10	Industrial Hygienist-E P11
Epidemiologist Spl. 2 13	Laboratory Evaluation Spl-A 12
Epidemiologist Spl. 3 14	Laboratory Evaluation Spl-E 9
Epidemiologist Spl. 4 15	Laboratory Evaluation Spl-E 10
Epidemiologist-A 12	Laboratory Evaluation Spl-E P11
Epidemiologist-E P11	Laboratory Scientist Spl 2 13
Facilities Engineer-A 12	Laboratory Scientist Spl 3 14
Facilities Engineer-E 9	Laboratory Scientist-A 12
Facilities Engineer-E 10	Laboratory Scientist-E 9
Facilities Engineer-E P11	Laboratory Scientist-E 10
Facility Engineering Lic Spl 2 13	Laboratory Scientist-E P11
Facility Engineering Lic Spl 3 14	Land Surveyor Licensed-A 12
Fisheries Biologist-A 12	Land Surveyor Spl Lcnsd-2 13
Fisheries Biologist-E 10	Land Surveyor Spl. Licensed-3 14
Fisheries Biologist-E 9	Land Surveyor-E 9
Fisheries Biologist-E P11	Land Surveyor-E 10
Fisheries Biology Spl 2 13	Land Surveyor-E P11
Fisheries Biology Spl 3 14	Land Surveyor-A 12
Food Industry Scientist-A 12	Landscape Design Specialist-2 13
Food Industry Scientist-E 10	Landscape Design Specialist-3 14
Food Industry Scientist-E 9	Landscape Designer-A 12
Food Industry Scientist-E P11	Landscape Designer-E 10
Food Industry Specialist 2 13	Landscape Designer-E 9
Food Industry Specialist 3 14	Landscape Designer-E P11
Forensic Scientist-A 12	Meteorologist-E 9
Forensic Scientist-E 10	Meteorologist-E 10
Forensic Scientist-E 9	Meteorologist-E P11
Forensic Scientist-E P11	Meteorologist-A 12
Forest Management Spl 2 13	Meteorology Specialist-2 13
Forest Management Spl 3 14	Meteorology Spl. 3 14
Forester-E 10	Metrologist-A 12
Forester-E 9	Metrologist-E 10
Forester-E P11	Metrologist-E 9
Forester-A 12	Metrologist-E P11
Geologist-E 9	Metrology Specialist-2 13
Geologist-E 10	Metrology Specialist-3 14
Geologist-E P11	Microbiologist Specialist 2 13
Geologist-A 12	Microbiologist Spl. 3 14
Geology Specialist 2 13	Microbiologist-A 12

Microbiologist-E 9	Soil Scientist-A 12
Microbiologist-E 10	Soil Scientist-E 10
Microbiologist-E P11	Soil Scientist-E 9
Pharmacist Specialist-2 13	Soil Scientist-E P11
Pharmacist Specialist-3 14	Statistician Specialist-2 13
Pharmacist-A 12	Statistician Specialist-3 14
Pharmacist-E 10	Statistician-A 12
Pharmacist-E P11	Statistician-E 10
Physicist Specialist 2 13	Statistician-E 9
Physicist Spl. 3 14	Statistician-E P11
Physicist-A 12	Toxicologist-A 12
Physicist-E 9	Toxicologist-E 9
Physicist-E 10	Toxicologist-E 10
Physicist-E P11	Toxicologist-E P11
Plant Industry Scientist-A 12	Toxicology Specialist 2 13
Plant Industry Scientist-E 9	Toxicology Spl. 3 14
Plant Industry Scientist-E 10	Transportation Eng Lic-A 12
Plant Industry Scientist-E P11	Transportation Eng Lic Spl 2 13
Plant Industry Specialist 2 13	Transportation Eng Lic Spl 3 14
Plant Pathologist Spl. 2 13	Transportation Eng Lic Spl 4 15
Public Utilities Eng Spl 2 13	Transportation Engineer-A 12
Public Utilities Eng. Spl. 3 14	Transportation Engineer-E 9
Public Utilities Engineer-A 12	Transportation Engineer-E 10
Public Utilities Engineer-E 9	Transportation Engineer-E P11
Public Utilities Engineer-E 10	Transportation Plan Spl 2 13
Public Utilities Engineer-E P11	Transportation Plan Spl 3 14
Research Biologist-A 12	Transportation Planner-A 12
Research Biologist-E 10	Transportation Planner-E 9
Research Biologist-E 9	Transportation Planner-E 10
Research Biologist-E P11	Transportation Planner-E P11
Research Biology Spl 2 13	Veterinarian-A 12
Research Biology Spl 3 14	Veterinarian-E P11
Resource Analyst-A 12	Veterinary Specialist-2 13
Resource Analyst-E 9	Veterinary Spl. 3 14
Resource Analyst-E 10	Wildlife Biologist Spl 2 13
Resource Analyst-E P11	Wildlife Biologist Spl 3 14
Resource Specialist 2 13	Wildlife Biologist-A 12
Resource Specialist 3 14	Wildlife Biologist-E 10
Resource Spl. 4 15	Wildlife Biologist-E 9
Soil Science Specialist 2 13	Wildlife Biologist-E P11
Soil Science Spl. 3 14	

Appendix C-1

DEPARTMENT OF AGRICULTURE SAFETY AGREEMENT

Section 1: General

The Department of Agriculture (MDA) and the Michigan Professional Employees Society (MPES), mutually agree the goal is to provide a safe and healthful working environment for all unit employees. Both management and unit employees shall cooperate to identify unsafe working conditions and practices and work toward their elimination. The Michigan Department of Agriculture shall make reasonable efforts to provide a safe work environment and eliminate recognized hazards in accordance with applicable statutes, regulations, and established industry standards.

Section 2: Rule Compliance

All unit employees shall comply with written safety rules and procedures established by the Michigan Department of Agriculture and/or Division management, and with rules established on an emergency basis. Such emergency rules shall be committed to writing at the earliest practicable time.

Section 3: Designation of MPES Safety Representatives

The Department agrees to establish a Departmental Safety Committee as specified in Appendix B. MPES shall be entitled to designate a unit employee as the MPES Safety Representative to serve on the Departmental Safety Committee and one alternate. This representative or the alternate is entitled, without loss of pay and with proper notice to his/her supervisor, to resolve safety issues with the Department managers on behalf of unit employees in accordance with the procedures outlined in Section 4 of this Article.

To maximum extent possible, the preparation of written requests in accordance with Section 4 will take place on the non-work time of both the MPES Safety Representative and the unit employee with the safety issue.

Section 4: Procedure for Safety Issues

If a unit employee has a safety issue, he/she will discuss it first with his/her immediate supervisor. The supervisor will provide a verbal response as soon as possible but no later than five (5) days after the discussion.

If not satisfied with the supervisor's response, the unit employee shall, within 10 days of response, submit a written request for action to the Division Director, explaining the problem and a suggested solution. The Division Director will investigate and provide a written approval, denial, or plan of action to the unit employee within 10 days of receipt of the request, forwarding a copy to MPES.

If not satisfied with the Division Director's response, the unit employee shall within 10 days of receiving the response submit a request for action to the MPES Safety Representative. Upon request, the Division Director will meet with the

MPES Safety Representative and/or Society Representative. Any resolution of the safety request shall be confirmed in writing and signed by the Division Director, the requesting unit employee, and the Society. Such resolution shall not be grievable.

Failing resolution with the Division Director, the unit employee and MPES Safety Representative may submit a request for action to the Departmental Safety Committee with copies of the original written request, the Division Director's response and a statement on why the response was not acceptable. The Departmental Safety Committee will review the request and make a recommendation to the Department Director. The decision of the Department Director will be issued in writing. Upon mutual agreement of the Employer and the unit employee or the Society, time limits may be extended.

A unit employee who has reasonable cause to believe he/she is in imminent danger or loss of life or serious bodily injury may remove himself or herself from the situation to notify their immediate supervisor or higher authority, after taking reasonable measures to protect the public, other employees and/or Departmental property. The supervisor or higher authority will immediately correct the situation to the extent possible and/or temporarily reassign the employee to another location or work assignment.

Nothing in this Article shall be interpreted so as to prevent MPES or its designated safety representative from providing assistance in the filing of requests made under this Section, or to prevent the filing of a grievance where there is alleged violation of the agreement. The Department agrees that no retributive action will be taken against a unit employee who exercises his/her rights under this Article.

The Department's compliance with this Article is contingent on the availability of funds. If the Department is unable to immediately implement a safety measure, the Department shall make a positive effort to obtain the necessary funds.

Failure of the Department to implement safety measures agreed to under this Section shall be grievable in accordance with the provisions of Article 9 of the MPES primary agreement.

Section 5: Safety Equipment and Protective Clothing

The Department reserves the right to require employees to use safety equipment properly and to wear required protective clothing. Failure to do so may result in discipline. Safety equipment and protective clothing that is required by the Department or the Division Director shall be furnished to the employee by the Department. The Department shall provide necessary training for the use of required safety equipment.

Section 6: Establishment of Temporary Safety Committee

The parties mutually agree to establish a temporary MPES/Department of Agriculture Safety Committee, comprised of four (4) Unit employees appointed by the Society and four (4) representatives appointed by the Department. The purpose of this temporary committee is to discuss and seek solutions for the safety issues of concern listed in Appendix A. Recommendations of the temporary committee shall be submitted to the appropriate Department authority, together with supporting documentation. In the event the parties are unable to reach resolution within the time frame prescribed below, all outstanding items in Appendix A may be submitted to the Grievance procedure at the Third Step in accordance with the Primary Agreement.

Committee members will be appointed and the first meeting held within four (4) weeks of the effective date of this secondary agreement. It is the intent of the parties to establish subcommittees comprised of one unit employee and one department member each to address certain specific issues from Appendix A, bring their recommended solution(s) to the full committee. The Committee will meet bi-weekly for a minimum period of two months to resolve concerns in Appendix A until the Departmental Safety Committee is fully operational. Meetings may be cancelled or moved to another date by mutual agreement. Each unit employee appointed to this temporary committee shall receive administrative leave for meetings of the committee and subcommittee to which he/she is assigned.

After the termination of the temporary committee general safety discussions may be conducted under Article VI of the primary agreement.

Section 7: Duration and Termination

This Health and Safety Article, entered into this 26th day of February, 1986, between the Michigan Professional Employees Society and the Department of Agriculture, shall take effect upon ratification by the Society and Civil Service Commission.

Appendix A for Department of Agriculture Safety Agreement

PLANT INDUSTRY DIVISION

Equipment Needs

Eye protection
Face protection
Hardhats and liners
Chemical resistant gloves
Chemical resistant boots
Safety Shoes
Respirators
Dust masks
Air packs

ENVIRONMENTAL DIVISION

Equipment Needs

Hardhats and liners
Safety Shoes
Working alone
Working in remote areas

LABORATORY DIVISION

Equipment Needs

Eye washes
Chemical resistant gloves

Transport cases
Chemical resistant suits
Sampling equipment
Bee suit
Bee sting kits
Carts for moving gas treated hives
Explosion proof flashlights
Dog repellant

Problems

Working at heights
Dust
Explosive atmospheres
Machinery which may catch clothing
Air quality in confined spaces

Training

Pesticide handling, sampling,
application, clean-up, site re-entry
Fire safety
Self-defense, how to avoid dangerous
situations
First aid
CPR
Safe driving

Other

Periodic cholinesterase tests and
health screening for pesticide
exposure
Working alone
Working in remote areas
Threat of assault

Eye and face protection
Pipetting aids

Problems

Storage of flammable liquids
Housekeeping
Electrical outlets on fume hoods
Adequacy of fume hoods
Ventilation (fumes "drift" around the
building)
Storage of equipment and reagents in
fume hoods

Training

First Aid
CPR
Handling accidents and spills

STATE CAR USERS

Equipment

Fire extinguishers
Radios

Rear window defoggers

Training

Safe driving

Problems

Transporting propane tanks
Transporting hazardous materials

- 1 A Departmental Safety Committee is to be established in MDA containing a
- 2 representative from each union (MPES, MSEA, UTEA, UAW) and a volunteer
- 3 who is a member of the Business and Administrative bargaining unit and 5
- 4 management representatives. It will meet bi-monthly or more frequently if
- 5 needed. If no items are placed on the agenda at least seven calendar days in
- 6 advance of a scheduled meeting, such meeting will not be held.
- 7 The charge to the Departmental Safety Committee is as follows:
 1. Develop an overall MDA safety policy for the approval and issuance by the
Director's office.

2. Review existing safety procedures and work rules to determine where revisions or new safety procedures and work rules are needed.
3. With the concurrence of the Director's office on #2 above, coordinate with the Divisions to facilitate the drafting of necessary safety procedures/work rules.
4. Review safety concerns and documentation brought to it from time to time by members of management or employees regarding safety equipment or potentially hazardous situations. Make recommendations to the Director's office regarding preferred alternatives including supporting documentation.

Signed original of this letter is on file with either MPES or OSE

**Letter of Understanding
SECTION 3**

It is agreed by the parties that MPES will designate one unit employee to the Departmental Safety Committee and one alternate to serve in the absence of the appointed member. However, if in secondary negotiations during the term of this contract another exclusive representative negotiates more than one member on the Departmental Committee, MPES will be entitled to equal representation.

IN WITNESS WHEREOF, the parties have hereto set their hands,

For the Michigan Professional Employees
Society

Phillip Thompson

George Sabolish

For the Department of Agriculture

Sandra J. Yonker

***Signed original of this letter is on file
with either MPES or OSE***

Appendix C-2

**HEALTH AND SAFETY AGREEMENT FOR THE MICHIGAN DEPARTMENT
OF COMMUNITY HEALTH**

A. GENERAL

1. The Community Health Agency affirms its responsibility for the health and safety of Department staff during the conduct of official business. The Department shall be in compliance with applicable health and safety standards, including those prescribed by the Michigan Occupational Safety and Health Act, as amended, and standards promulgated thereunder.
2. The Department has the responsibility to ensure healthful and safe conditions in its facilities; and the responsibility to instruct employees to comply with prescribed healthful and safe operating rules and procedures. Written health and safety rules and procedures shall be provided to each employee.

1 3. Employees shall have the responsibility to:

- 2 a. Comply with established health and safety rules and procedures.
- 3 b. Report all unhealthful or unsafe working conditions to the Department
- 4 of Community Health.
- 5 c. Report, on a form prescribed by the Department of Community Health,
- 6 all injuries or illnesses incurred during the performance of their job
- 7 responsibilities.
- 8 d. Upon entering the premises or confines of an establishment which has
- 9 health and safety rules or procedures requiring its own employees to
- 10 wear or use personal protective equipment, devices, and/or clothing, to
- 11 comply with said rules of the establishment.

12 4. Employees who fail to comply with established Department health and

13 safety rules and procedures may be subject to appropriate disciplinary

14 action, for just cause.

15 5. In order to carry out its responsibilities and to minimize health and safety

16 risks, the Department will furnish, without cost to the employee, health and

17 safety equipment, devices, and clothing which have been determined to

18 be necessary, by management, for the performance of employees' work

19 responsibilities. Issues pertaining to the maintenance and issuance of

20 health and safety equipment shall be proper subject of labor-management

21 conferences.

22 **B. HEALTH AND SAFETY COMMITTEE**

23 1. The Union and the Department hereby adopt, except as otherwise

24 provided in this agreement, the Bureau of Laboratories Health and Safety

25 Manual (or their respective successor).

26 2. The Union shall endeavor to appoint, as its representative to the Bureau of

27 Laboratories Health and Safety Committee, an employee with knowledge

28 and expertise in occupational health and safety. The Union may also

29 appoint an alternate representative who may attend Bureau of

30 Laboratories Health and Safety Committee meetings in the absence of its

31 representative.

32 The Union's representative to the Bureau of Laboratories Health and

33 Safety Committee shall be granted administrative leave for the purpose of

34 attending meetings of the Committee.

- 35 a. Any alleged or potential health and safety hazard shall be referred to
- 36 the Bureau of Laboratories Health and Safety Officer for investigation
- 37 and recommendations to the Bureau of Laboratories Health and Safety
- 38 Committee. The Health and Safety Officer shall render, in a timely
- 39 fashion, the findings and conclusions of the Department of Community

1 Health in such matters. If such findings are reduced to writing, the
2 Department shall provide a copy of the document to the Union.

- 3 b. Any alleged or potential health and/or safety hazard which is not
4 resolved in a timely manner, to the satisfaction of the Union, may be
5 referred, for investigation and recommendations, to recognized
6 experts, including but not limited to, the National Center For Disease
7 Control; the State Fire Marshal; and the Michigan Department of
8 Licensing and Regulatory Affairs. Recommendations from recognized
9 experts, to whom an alleged or potential health and safety hazard has
10 been referred, shall be considered as appropriate subject matter for
11 labor-management conferences.

12 An allegation of failure to correct an alleged or potential health and/or
13 safety hazard, to the Union's satisfaction, may be timely grieved by the
14 Union beginning at Step Two of the grievance procedure.

15 **C. UNION NOTIFICATION**

- 16 1. The Union's office shall be notified of any and all prescheduled health
17 and/or safety related inspections to be conducted at Department of
18 Community Health work sites where Union members are employed.

19 a. The Union may designate a member to accompany said inspector(s).

20 b. The Union member, accompanying the inspector(s), shall be granted
21 administrative leave for the time spent on the inspection(s).

22 c. The Department shall furnish to the Union, forthwith, a copy of any and
23 all written documents resulting from said inspections at work sites and
24 associated common areas where Union members are employees.

- 25 2. The Department shall notify the Union of any proposed change to the
26 Bureau of Laboratories Health and Safety Manual (or their respective
27 successor) which may infringe upon any existing right accorded to Union
28 members, as specified therein.

29 a. The Union may request a labor-management conference to discuss
30 any proposed change to the Health and Safety Manual.

31 b. In the event that the issue of infringement upon an existing right
32 accorded to Union members, as specified in the Health and Safety
33 Manual, cannot be resolved in a labor-management conference, the
34 Union reserves the right to grieve in accordance with the collective
35 bargaining agreement.

D. DURATION

This health and safety agreement, entered into this first day of April, 2002, between the Michigan Public Employees, SEIU Local 517M and the Department of Community Health, shall take effect upon ratification by the Union and the Civil Service Commission.

For the Michigan Public Employees,
SEIU Local 517M
Cindy Kalinowski 04-01-02

For the Michigan Department of
Community Health
Allen Sipes 04-01-02

Appendix C-3

**MICHIGAN DEPARTMENT OF ENVIRONMENTAL QUALITY—MICHIGAN
PROFESSIONAL EMPLOYEES SOCIETY—HEALTH AND SAFETY
AGREEMENT**

SECTION 1. GENERAL

The Department of Environmental Quality (DEQ) and the Michigan Professional Employees Society (MPES) mutually agree the goal is to provide a safe and healthful working environment for all unit employees. Both management and bargaining unit employees shall cooperate to identify unsafe working conditions and practices and work toward their elimination. Management shall make every effort to provide a safe work environment and eliminate recognized hazards in accordance with all federal, state and local health and safety laws and regulations. The parties recognize that retaliation for identifying health and/or safety hazards is unacceptable and appropriate corrective measures shall be taken for such action(s).

SECTION 2. HEALTH AND SAFETY COMMITTEE

The parties agree to establish an MPES/DEQ Health and Safety Committee comprised of up to three (3) MPES members and an equal number of management representatives. The Parties may mutually agree to add additional members.

The Committee shall be co-chaired by an MPES Representative and the Department Health and Safety Representative. The Committee shall meet quarterly, or more frequently if mutually agree, to address any health and safety concerns of the Scientific and Engineering Unit Employees within the DEQ. Meetings shall be subject to reasonable scheduling, and Unit Employees shall receive administrative leave for attendance at meetings, participation, necessary travel, and reasonable preparation for all Committee activity. The Committee shall submit written recommendations to the Department for proposed implementation. The Department shall respond to the Committee within 10 work days and make every effort to implement the Committee's recommendations

1 within 90 calendar days, or respond in writing to the Committee Co-Chairs as to a
2 suitable time schedule for implementation, any suggested modification(s), or
3 reasons for non-implementation.

4 The Department Health and Safety Representative shall provide MPES with a
5 current list of all DEQ Division Health and Safety Coordinators and
6 Building/Facility Managers on a quarterly basis. Any questions or concerns about
7 health and safety issues should be directed through the immediate supervisor
8 first. If no satisfactory resolution is obtained, the Unit Employee(s) should contact
9 their Division Health and Safety Coordinator. If no satisfactory resolution is
10 obtained at that level, the Unit Employee(s) should contact the Department
11 Health and Safety Representative or an MPES Staff Representative. Whenever
12 possible, a follow-up response shall be made to the Unit employee who raised
13 the question/issue, with a copy to MPES describing what actions were taken by
14 the Department to resolve the immediate concern.

15 **SECTION 3. TRAINING**

16 The Department recognizes the importance and benefits of training for Unit
17 employees in the area of Health and Safety and shall make every effort to make
18 such training available to staff (i.e., CPR/Basic First Aid, Ergonomics, Indoor Air
19 Quality, Workplace Violence, Dealing with Difficult People).

20 **SECTION 4. BUILDINGS**

21 The Department shall make every effort to maintain buildings or facilities
22 occupied by Unit employees in accordance with the Michigan Occupational
23 Safety and Health Act (MIOSHA) standards and reasonable efforts to maintain
24 good housekeeping and maintenance practices.

25 Every reasonable effort will be made to have pesticide spraying or the use of
26 chemical agents that may get into the ventilation system conducted after
27 business hours and/or on weekends to allow sufficient time for the area to be
28 ventilated. If such spraying or use of chemical agents must occur during business
29 hours, management shall provide at least 24 hours notice to Unit employees
30 stating (when available) the activity, the location, duration, and the availability of
31 Materials Safety Data Sheets (MSDS).

32 When major renovation or reconstruction of a building or portion thereof is
33 planned, potentially affected members shall receive prior notice of such work.
34 Unit employee concerns may be addressed through the Labor/Management
35 Conference forum.

36 **SECTION 5. HEPATITIS B / INFECTIOUS MATERIALS VACCINATIONS**

37 The MPES/DEQ Health and Safety Committee shall review types of duties
38 performed by Unit employees and identify those duties which may cause a
39 substantial risk of exposure to infectious materials. Unit employees who perform
40 these duties may be scheduled to receive the appropriate vaccination series to
41 prevent infection. This review shall be completed by the second regularly

1 scheduled quarterly meeting of the Committee. In those cases where a Unit
2 employee has been exposed to Hepatitis B or other infectious materials in the
3 course of their employment, the Department shall provide the necessary post-
4 exposure testing and treatment.

5 **SECTION 6. PROTECTIVE CLOTHING**

6 The Department may provide exterior winter clothing suitable for work duties to
7 Unit employees whose duties require that they be routinely exposed to winter
8 temperatures.

9 This Health and Safety Agreement, entered into 26th day of June, 1996 between
10 the Michigan Professional Employees Society and the Department of
11 Environmental Quality, shall take effect upon ratification by the Society and the
12 Civil Service Commission

Signed original of this Agreement is on file with MPES and/or

13 **Appendix C-4**

14 **MICHIGAN DEPARTMENT OF NATURAL RESOURCES—MICHIGAN** 15 **PROFESSIONAL EMPLOYEES SOCIETY—HEALTH AND SAFETY** 16 **AGREEMENT**

17 **Section 1: General**

18 The Department of Natural Resources (DNR) and the Michigan Professional
19 Employees Society (MPES) mutually agree the goal is to provide a safe and
20 healthful working environment for all unit employees. Both management and unit
21 employees shall cooperate to identify unsafe working conditions and practices
22 and work toward their elimination. The Michigan Department of Natural
23 Resources DNR shall endeavor to provide a safe and healthful work environment
24 and eliminate recognized hazards.

25 **Section 2: Health and Safety Committee**

26 The Parties agree to establish an MPES/Department Health and Safety
27 Committee comprised of up to three (3) MPES members and an equal number of
28 management representatives. The Parties may mutually agree to add additional
29 members.

30 The Committee shall meet as needed to address any health or safety concerns
31 of the Scientific and Engineering Unit employees within the DNR. The Committee
32 shall not, however, meet more frequently than monthly unless MPES and DNR
33 mutually agree. Meetings shall be subject to reasonable scheduling, and Unit
34 employees shall receive administrative leave for participation, necessary travel,
35 and reasonable preparation for all committee activity.

36 **Section 3: Resolution of Problems**

1 The Parties agree to reduce to writing any recommendations for resolution of
2 health or safety concerns and forward them to the appropriate Division Chief(s)
3 with a copy to the Department Safety Officer and appropriate Department
4 Deputy.

5 Division Chief(s) shall endeavor to implement recommendations of this joint
6 Health and Safety Committee within thirty (30) days, or respond in writing to the
7 Committee as to a suitable time schedule for implementation, any suggested
8 modification(s), or reasons for non-implementation. Copies of this response shall
9 be provided to Department Safety Officer and Department Director.

10 Health and Safety issues that cannot be satisfactorily resolved by the joint Health
11 and Safety Committee shall be subject to the Labor/Management Conference
12 provision of the MPES/OSE Agreement.

For the Michigan Professional	For the Department of Natural
Employees Society	Resources
<i>Cindy Mason</i>	<i>Riley Lentz</i>
<i>Phillip Thompson</i>	

Appendix C-5

MICHIGAN PROFESSIONAL EMPLOYEES SOCIETY—MICHIGAN DEPARTMENT OF STATE POLICE—HEALTH AND SAFETY AGREEMENT

SECTION A: GENERAL

- 17 1. The Department of State Police recognizes its responsibility to maintain a
18 safe and healthful work place and will make reasonable efforts to do so.
- 19 2. The Department of State Police will operate in accordance with all federal,
20 state and local health and safety laws and regulations.

SECTION B: FORENSIC SCIENCE DIVISION SAFETY POLICY

- 22 1. The Forensic Science Division Safety Policy shall be as outlined in the
23 Forensic Science Division Safety Manual or its subsequent revision/update.
- 24 2. Additions to the Division Safety Policy may be locally established if the
25 Employer determines that there exists a condition and/or situation unique to a
26 given laboratory.
- 27 3. The Department of State Police shall furnish to each unit employee and the
28 Society an electronic copy of the Forensic Science Division Safety Policy,
29 including any applicable additions.
- 30 4. Unit employees who fail to comply with provisions of the Forensic Science
31 Division Safety Policy, and/or procedures, including those governing safety
32 equipment or clothing may be subject to disciplinary action.

1 **SECTION C: TRAINING**

- 2 1. At times and locations determined by the Employer, the Department of State
3 Police shall train unit employees assigned to the Forensic Science Division in
4 basic first aid and CPR (Cardio-Pulmonary Resuscitation) every other year.
5 This training shall be tailored towards incidents that may occur in the Forensic
6 Science Division. Forensic Science Division unit employees shall be
7 exempted from this training only upon presentation to the Employer of
8 comparable certification. Failure to complete such training shall not be
9 considered as failure to provide the necessary training by the Employer.
- 10 2. At times and locations determined by the Employer, periodic laboratory safety
11 training shall be provided to all Forensic Science Division unit employees.
12 This training will be provided as part of the orientation process for new
13 employees, and other courses may be available upon request. Such
14 requests, including topic desired and suggested date and time, shall be
15 submitted to the Safety Officer and forwarded to the Laboratory Director.
- 16 3. Unit employees shall be considered on duty (except as provided herein) for
17 purposes of travel to and participation in any of the above-cited training.
18 Failure to complete all phases of the training provided may, at the discretion
19 of the Employer, require the employee to utilize leave credits for such training.
- 20 4. Content of the above-cited training shall be subject to the operational needs
21 of the Employer.
- 22 5. Administration of the above-cited training shall be subject to the availability of
23 funds. The Department shall make a good faith effort to procure such funds.

24 **SECTION D: SAFETY EQUIPMENT AND CLOTHING**

- 25 1. The Department shall furnish, without cost to the unit employee, safety
26 equipment and clothing required by the Employer.
- 27 2. The Department shall make available to each unit employee, upon request
28 and without cost, safety glasses suitable to wear over prescription glasses
29 while in the laboratory. Such safety glasses will be the Norton 180 or other
30 similar model.
- 31 3. Unit employees shall exercise reasonable care in the use of Employer
32 furnished safety equipment.
- 33 4. The Department shall provide appropriate instruction or training in the proper
34 use of required safety equipment.
- 35 5. The Department shall endeavor to maintain all departmental safety equipment
36 in accordance with manufacturers' recommendations.
- 37 6. The Department shall furnish three (3) scrub suits to each unit employee in
38 the DNA and Serology units. The Department as guided by health and safety
39 law, including law as it pertains to blood born pathogens may require the

1 wearing of the scrub suits. Upon request the Department shall furnish the
2 scrub suits to Forensic Science bargaining unit employees not required to
3 wear them but who chose to wear them on a voluntary basis. These will be
4 provided at no cost to the unit employees as noted above and shall be
5 laundered at the employer's expense. Scrub suits shall be replaced as
6 needed but not less than every two years if requested by the employee. Shoe
7 and boot protectors will also be provided at no cost to the unit employees.

8 The unit employees who have been furnished scrub suits and shoe/boot
9 protectors shall be required to wear this additional protective clothing, plus
10 laboratory coats, in accordance with the biohazard specimen handling
11 procedures outlined in Official Order 120.

12 SECTION E: SAFETY EQUIPMENT FAILURE

13 1. If the On-Site Safety Officer is apprised of a safety equipment failure, the
14 Safety Officer shall immediately notify management and request a labor
15 management meeting to effectuate a resolution.

16 SECTION F: HEPATITIS B VACCINE

17 1. The Employer shall make Hepatitis B Vaccine available to all unit employees
18 of the Forensic Science Division pursuant to existing state and federal law.
19 The vaccine shall be administered by licensed medical practitioners selected
20 by the Employer. A follow up blood test will be given to verify the presence of
21 anti-bodies.

22 SECTION G: SAFETY CONCERNS

23 1. Safety concerns of unit employees shall be addressed as provided for in
24 departmental policies subject to the following:

25 a) On-Site Safety Officers shall be qualified volunteers and will be other than
26 the work site supervisor. If a qualified volunteer is unavailable, the position
27 shall be filled as specified in the Forensic Science Division Official Order
28 120. This position shall be filled by that individual for a minimum of one
29 year and a maximum of three years if the unit employee did not volunteer.
30 The On-Site Safety Officer and their immediate supervisor shall work
31 together to coordinate the work load between safety duties and regular
32 caseload.

33 The Department shall provide a list of duties to the On-Site Safety Officer.
34 The duties of the On-site Safety Officer and priorities of the duties may
35 change based on operational need. The Department will revise the list as
36 needed.

37 A unit employee will report a safety concern to the On-Site Safety Officer
38 either verbally or in writing.

- 1 b) The On-Site Safety Officer will investigate the concern and respond in
2 writing within 10 working days of notification.
- 3 c) If, within 10 working days, the matter is not resolved by the On-Site Safety
4 Officer, the unit employee shall report the concern in writing to the division
5 director with copies to the laboratory director and the division's safety
6 officer.
- 7 d) The division director will investigate and report the results of the
8 investigation in writing by interoffice correspondence to the unit employee
9 with 10 working days of the conclusion of the investigation.
- 10 e) Failure to respond within the designated time shall entitle the unit
11 employee to proceed to the next step of this procedure.
- 12 2. Safety concerns of unit employees which are not resolved under Paragraph 1
13 may be discussed in Labor-Management Conferences as provided for in
14 Article 6 of the primary Agreement.
- 15 3. The provisions of this section shall supersede all other procedures for raising
16 safety concerns and shall be invoked prior to use of the grievance procedure.
17 The grievance procedure may be timely invoked after efforts under Paragraph
18 2 have failed to resolve a safety issue.

Appendix D

SHIFT ASSIGNMENTS COVERING—SCIENTIFIC AND ENGINEERING BARGAINING—UNIT EMPLOYEES WORKING FOR THE DEPARTMENT OF MENTAL HEALTH—[Subsequently renamed Department of Community Health]

24 When it is determined that operational needs require the assignment of work
25 hours that are different from the work shifts as defined in Article 19 of the
26 MPES/State of Michigan Primary Agreement, such assignments of bargaining
27 unit employees shall be made as follows:

- 28 A. Any proposed schedule changes for bargaining unit employees outside the
29 work shifts defined in Article 18 of the MPES/State of Michigan Primary
30 Agreement shall be reduced to writing by the facility and distributed to
31 affected bargaining unit employees.
- 32 B. Affected bargaining unit employees within the facility will be given up to five
33 (5) work days to reach voluntary agreement as to which employees shall work
34 specific available schedules. Decisions reached in this manner shall be
35 reduced to writing and presented to the individual designated by the facility
36 within the five (5) working day period.
- 37 C. In the event no voluntary agreement is presented to the facility designee,
38 bargaining unit employees will select available work schedules based on

1 seniority, as defined in Article 11 of the primary agreement in the following
2 manner:

3 1. The affected bargaining unit employee, in seniority order, beginning with
4 the most senior, shall have the opportunity to select his/her preferred work
5 schedule and notify the facility designee within five (5) work days after the
6 facility has notified employees that assignments will be made based on
7 seniority.

8 In the event some schedules remain open the facility designee shall
9 assign employees to the remaining available schedules.

10 D. Bargaining unit employees shall be allowed to bid on any new or vacated
11 schedules within their class, level and facility if the facility intends to fill the
12 position. Such positions bid on will be filled based on seniority.

13 E. Bargaining unit employees of equal qualifications may voluntarily agree to
14 switch work schedules with other bargaining unit employees of the same
15 class, level and facility. Such voluntary agreements will be subject to
16 supervisory approval, however, shall not be unreasonable denied.

17 F. Any affected bargaining unit employees work schedules shall be determined
18 according to this secondary agreement within twenty (20) work days after
19 ratification of this agreement.

20 This does not preclude changes in work schedules within the term of this
21 agreement.

22 G. It is understood by the parties that the intent of this secondary agreement is to
23 determine the method of scheduling bargaining unit employees for consistent
24 work schedules (as opposed to rotating work schedules). Requests for
25 rotating work schedules may be implemented by mutual agreement of the
26 parties. If agreement is not reached the issue will be subject to negotiation
27 between MPES and the Department at the request of either party.

28 H. The terms of this secondary agreement shall continue in full force and effect
29 through December 31, 1990 unless modified by mutual agreement or
30 negotiation between MPES and the Department of Community Health
31 (formerly Mental Health).

Phillip Thompson
MPES 7/22/88

Thomas E. Adams
DMH 7/22/88

MPES/DMH Secondary Bargaining Team

Edward Novak
Richard Kujda

Jeff Fiszbein
Bonnie Weitzel

Signed original of this letter is on file with either MPES or OSE

Appendix E-1

STATEWIDE RECALL REQUEST FORM—SCIENTIFIC/ENGINEERING UNIT

NAME: _____ Emp ID# _____

TELEPHONE: _____ CURRENT CLASS/LEVEL: _____

Article 12 (Layoff and Recall) of the Agreement between the State of Michigan and the SEIU 517M provides laid off employees certain rights to recall. The following information is essential in protecting your rights. You will be considered for recall only to those positions in classifications and locations you have indicated on this form. This form must be completed and delivered to the department personnel office within seven days of the effective date of your layoff.

I agree to accept recall to positions as indicated below:

☐ Any position in my current classification and level (Primary Class).

☐ Any position in a classification in the bargaining unit in which I have achieved Civil Service status (Secondary Class).

☐ I am interested in being considered for appointment to positions, for which I may be qualified, in the following classifications:

1. _____ 3. _____

2. _____ 4. _____

I understand that appointment to such a position shall be subject to Civil Service certification requirements and that it is my obligation to take the necessary steps to have my name placed on a "referral" list for the above classifications. I wish to be placed on recall lists and to be considered for appointment to positions in the counties I have indicated below:

<input type="checkbox"/> Alcona	<input type="checkbox"/> Clare	<input type="checkbox"/> Iosco	<input type="checkbox"/> Marquette	<input type="checkbox"/> Otsego
<input type="checkbox"/> Alger	<input type="checkbox"/> Clinton	<input type="checkbox"/> Iron	<input type="checkbox"/> Mason	<input type="checkbox"/> Ottawa
<input type="checkbox"/> Allegan	<input type="checkbox"/> Crawford	<input type="checkbox"/> Isabella	<input type="checkbox"/> Mecosta	<input type="checkbox"/> Presque Isle
<input type="checkbox"/> Alpena	<input type="checkbox"/> Delta	<input type="checkbox"/> Jackson	<input type="checkbox"/> Menominee	<input type="checkbox"/> Roscommon
<input type="checkbox"/> Antrim	<input type="checkbox"/> Dickinson	<input type="checkbox"/> Kalamazoo	<input type="checkbox"/> Midland	<input type="checkbox"/> Saginaw
<input type="checkbox"/> Arenac	<input type="checkbox"/> Eaton	<input type="checkbox"/> Kalkaska	<input type="checkbox"/> Missaukee	<input type="checkbox"/> Sanilac
<input type="checkbox"/> Baraga	<input type="checkbox"/> Emmet	<input type="checkbox"/> Kent	<input type="checkbox"/> Monroe	<input type="checkbox"/> Schoolcraft
<input type="checkbox"/> Barry	<input type="checkbox"/> Genesee	<input type="checkbox"/> Keweenaw	<input type="checkbox"/> Montcalm	<input type="checkbox"/> Shiawassee
<input type="checkbox"/> Bay	<input type="checkbox"/> Gladwin	<input type="checkbox"/> Lake	<input type="checkbox"/> Montmorency	<input type="checkbox"/> St. Clair
<input type="checkbox"/> Benzie	<input type="checkbox"/> Gogebic	<input type="checkbox"/> Lapeer	<input type="checkbox"/> Muskegon	<input type="checkbox"/> St. Joseph
<input type="checkbox"/> Berrien	<input type="checkbox"/> Grand Traverse	<input type="checkbox"/> Leelanau	<input type="checkbox"/> Newaygo	<input type="checkbox"/> Tuscola
<input type="checkbox"/> Branch	<input type="checkbox"/> Gratiot	<input type="checkbox"/> Lenawee	<input type="checkbox"/> Oakland	<input type="checkbox"/> Van Buren
<input type="checkbox"/> Calhoun	<input type="checkbox"/> Hillsdale	<input type="checkbox"/> Livingston	<input type="checkbox"/> Oceana	<input type="checkbox"/> Washtenaw
<input type="checkbox"/> Cass	<input type="checkbox"/> Houghton	<input type="checkbox"/> Luce	<input type="checkbox"/> Ogemaw	<input type="checkbox"/> Wayne
<input type="checkbox"/> Charlevoix	<input type="checkbox"/> Huron	<input type="checkbox"/> Mackinac	<input type="checkbox"/> Ontonagon	<input type="checkbox"/> Wexford
<input type="checkbox"/> Cheboygan	<input type="checkbox"/> Ingham	<input type="checkbox"/> Macomb	<input type="checkbox"/> Osceola	

☐ Chippewa ☐ Ionia ☐ Manistee ☐ Oscoda
☐

NOTE: Careful consideration must be given to your selection above. You will be given consideration only for positions in those classifications and locations you have indicated. Failure to respond to a recall notice or refusal to accept an appointment will result in your name being removed from that list. Your personnel office must be notified immediately in writing of any change in address and/or telephone number.

I hereby certify that I have read and understand the above statements. The selections I have made serve as my written request of the appointing authority for recall purposes.

Employee Signature

Date

Appendix E-3

DEPARTMENT OF COMMUNITY HEALTH—S&E UNIT DEPARTMENTAL RECALL FORM

I wish to be placed on recall lists and to be considered for appointment to positions in the agencies I have indicated below:

- ☐ Caro Center
- ☐ Central Office
- ☐ Martin Luther King Boulevard Complex Laboratory
- ☐ Center for Forensic Psychiatry
- ☐ Hawthorn Center
- ☐ Kalamazoo Psychiatric Hospital
- ☐ Office of Aging (Autonomous Type 1 Agency)
- ☐ Walter Reuther Psychiatric Hospital

NOTE: Careful consideration must be given to your selection above. You will be given consideration only for positions in those classifications and locations you have indicated. Failure to respond to a recall notice or refusal to accept an appointment will result in your name being removed from that list.

Your personnel office must be notified immediately in writing of any change in access and/or telephone number.

I hereby certify that I have read and understand the above statements. The selections I have made serve as my written request of the appointing authority for recall purposes.

Employee Signature

Date

Appendix E-4

DEPARTMENT OF TRANSPORTATION—RECALL FORM

I wish to be placed on recall lists and to be considered for appointment to positions in the layoff units I have indicated below.

- ☐ Superior Region
- ☐ North Region
- ☐ Bay Region
- ☐ Grand Region
- ☐ Southwest Region
- ☐ University Region
- ☐ Metro Region
- ☐ Lansing Area, Including Secondary Complex And the Bureau of Aeronautics

NOTE: Careful consideration must be given to your selection above. You will be given consideration only for positions in those classifications and locations you have indicated. Failure to respond to a recall notice or refusal to accept an appointment will result in your name being removed from that list.

Your personnel office must be notified immediately in writing of any change in address and/or telephone number.

I hereby certify that I have read and understand the above statements. The selections I have made serve as my written request of the appointing authority for recall purposes.

Employee Signature

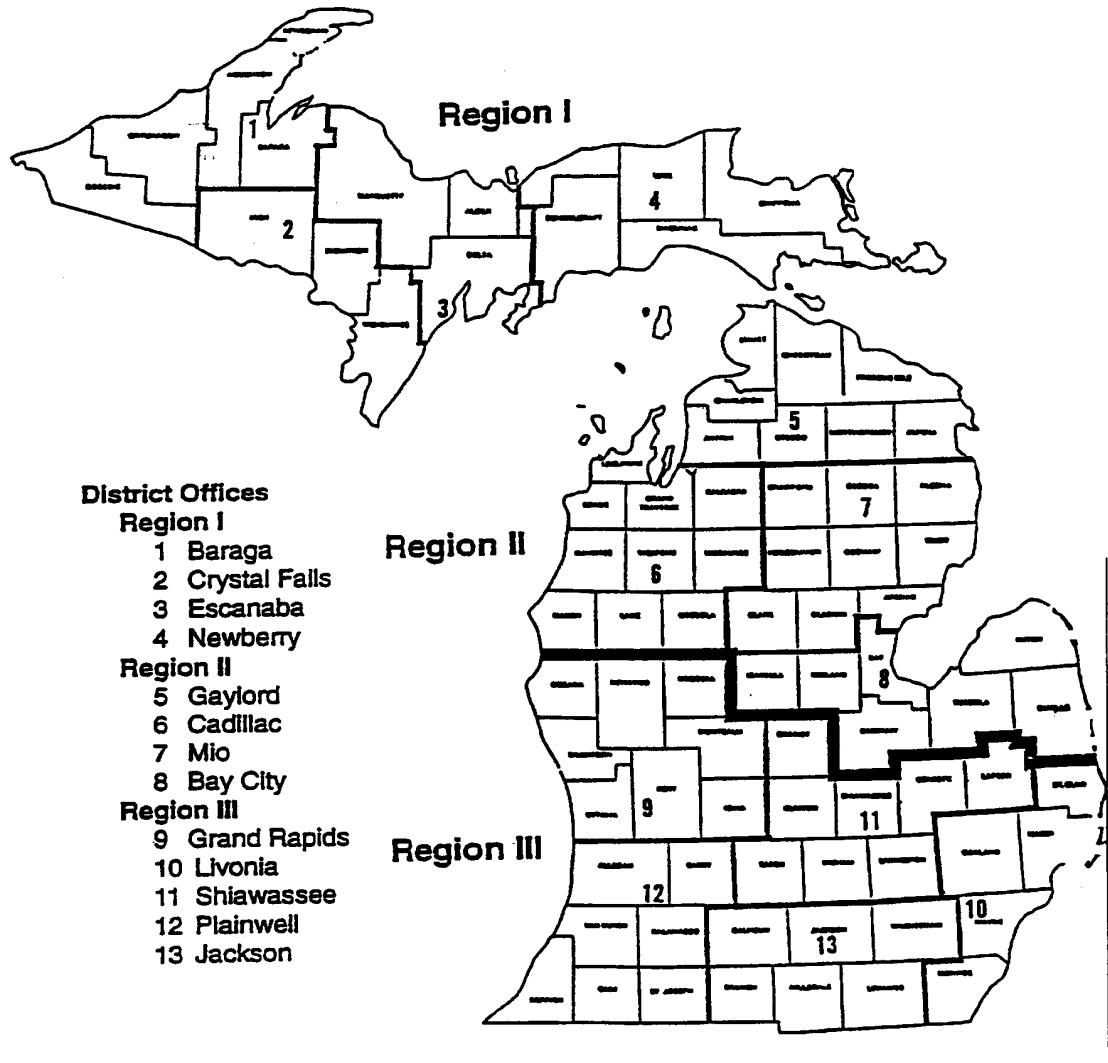
Date

Appendix F-1

DEPARTMENTAL LAYOFF UNIT MAPS

DEPARTMENT OF NATURAL RESOURCES MAP

Region/District Structure



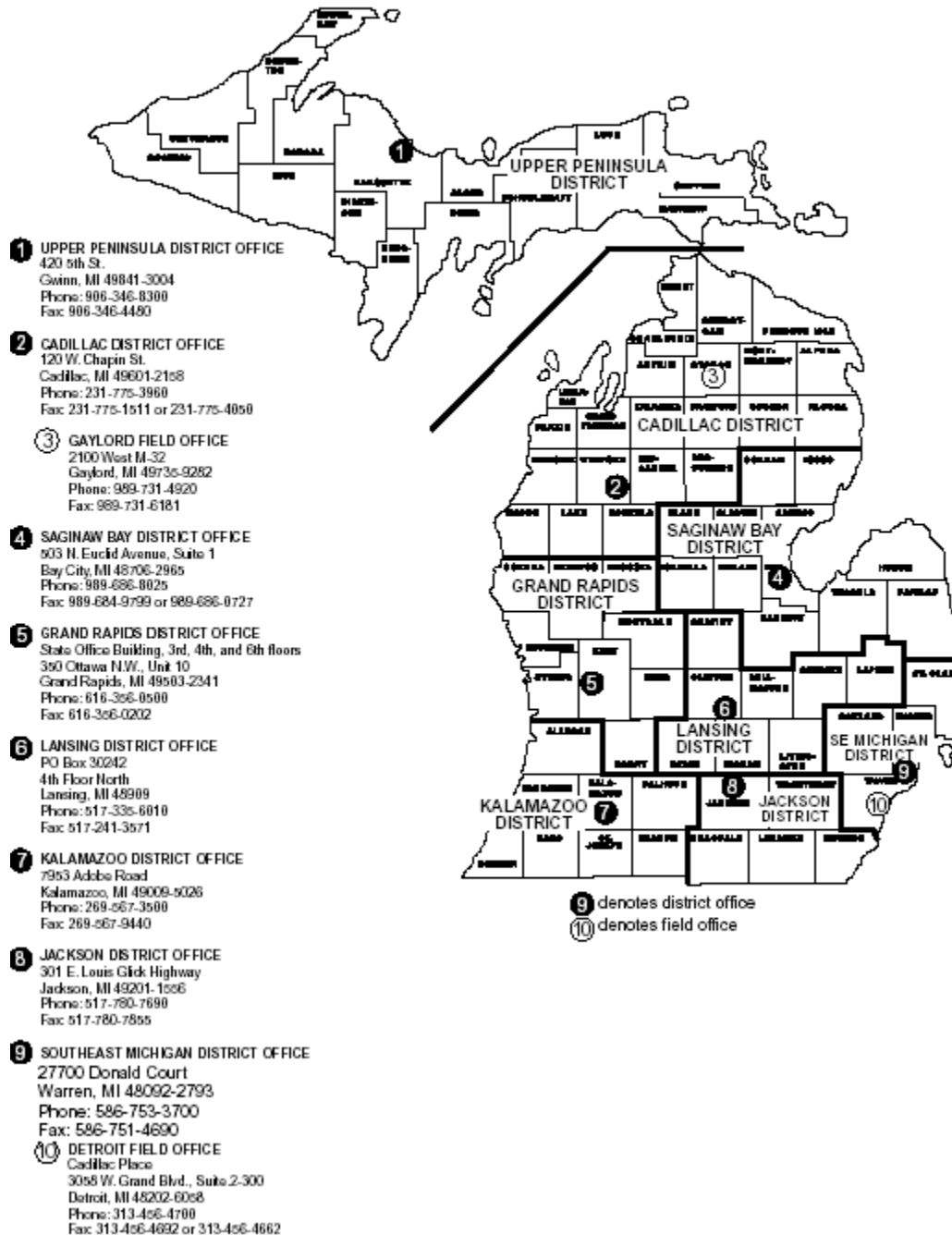
Appendix F-2

DEPARTMENTAL LAYOFF UNIT MAPS



MICHIGAN DEPARTMENT OF ENVIRONMENTAL QUALITY

DISTRICT AND FIELD OFFICE LOCATIONS



Appendix G
LONGEVITY COMPENSATION PLAN SCHEDULES OF PAYMENTS FOR
SEIU 517M

Years Completed	Hours Completed	
5	10,400	\$260
6	12,480	
7	14,560	
8	16,640	
9	18,720	300
10	20,800	
11	22,880	
12	24,960	
13	27,040	370
14	29,120	
15	31,200	
16	33,280	
17	35,360	480
18	37,440	
19	39,520	
20	41,600	
21	43,680	610
22	45,760	
23	47,840	
24	49,920	
25	52,000	790
26	54,080	
27	56,160	
28	58,240	
29 & Over	60,320 & Over	1040

A. Eligibility.

1. Career employees who separate from state service and return and complete five years (10,400 hours) of full-time continuous service prior to October first of any year shall have placed to their credit all previous state classified service earned.
2. To be eligible for a full annual longevity payment after the initial payment, a career employee must have completed continuous full-time classified service equal to the service required for original eligibility, plus a minimum of one additional year (2080 hours).

1 3. Career employees rendering seasonal, intermittent or other part-time
2 classified service shall, after establishing original eligibility, be entitled to
3 subsequent annual payments on a pro rata basis for the number of hours
4 in pay status during the longevity year.

5 B. Payments. Payment shall be made in accordance with the table of longevity
6 values based on length of service as of October 1.

7 1. No active employee shall receive more than the amount scheduled for one
8 annual longevity payment during any twelve month period except in the
9 event of retirement or death, or as provided in paragraph 7 of this sub-
10 section.

11 2. Initial payments—employees qualify for their initial payment by completing
12 an aggregate of five years (10,400 hours) of continuous service prior to
13 October 1. The initial payment shall always be a full payment (no
14 proration).

15 3. Annual payments.

16 a. Employees qualify for full annual payment by completing 2,080 hours
17 of continuous service during the longevity year.

18 b. Employees who are in pay status less than 2,080 hours shall receive a
19 pro rata annual payment based on the number of hours in pay status
20 during the longevity year.

21 4. Payments to employees who become eligible on October 1 of any year
22 shall be made on the pay date following the first full pay period in October;
23 except that pro rata payments in case of retirement or death shall be
24 made as soon as practicable thereafter.

25 5. Lost time considerations.

26 a. Lost time is not creditable continuous service nor does it count in
27 qualifying for an initial or an annual payment.

28 b. Employees do not earn state service credit in excess of 80 hours in a
29 bi-weekly pay period. Paid overtime does not offset lost time, except
30 where both occur in the same pay period.

31 6. Payment to employees on unpaid leave of absence or layoff on October 1.

32 a. An employee on other than a waived rights leave of absence, who was
33 in pay status less than 2,080 hours during the longevity year, will
34 receive a pro rata annual payment based on the number of hours in
35 pay status during the longevity year; such payment shall be made on
36 the pay date following the first full pay period in October.

37 b. An employee on a waived rights leave of absence will receive a pro
38 rata longevity payment upon returning from leave.

- 1 7. Effective with the pay period beginning August 20, 2000 the anniversary
2 date longevity system will be discontinued. Payments for the conversion
3 period will be as outlined below.
- 4 a. If the employee has more than 12,480 hours prior to October 1, 2000
5 and has received a longevity payment since the end of the last fiscal
6 year, the employee shall receive a pro-rated payment in October 2000
7 based on the number of hours in pay status between the longevity
8 anniversary date and October 1, 2000.
- 9 b. If the employee has more than 12,480 hours of continuous service
10 prior to October 1, 2000 and has not received a longevity payment
11 since September 30, 1999, the employee's longevity payment in
12 October, 2000 will be calculated based on the number of hours in pay
13 status between his/her last longevity anniversary date and October 1,
14 2000, as a percentage of 2,080 hours. If an employee is scheduled to
15 receive an anniversary longevity payment on or after August 20, 2000
16 but before October 1, 2000, the employee's longevity payment in
17 October, 2000 will include both the anniversary longevity payment
18 amount and an additional amount based on the number of hours the
19 employee has been in pay status between the longevity anniversary
20 date and October 1, 2000.
- 21 8. Payment at retirement or death -- an employee with 10,400 hours of
22 currently continuous service, who separates by reason of retirement or
23 death, shall qualify and receive both a terminal and a supplemental
24 payment as follows:
- 25 a. A terminal payment, which shall be either:
- 26 1) A full initial longevity payment based upon the total years of both
27 current and prior service, if the employee has not yet received an
28 initial longevity payment; or,
- 29 2) A pro rata payment for time worked from the preceding October 1
30 to the date of separation, if previously qualified. the pro rata
31 payment is based on hours in pay status since October 1 of the
32 current fiscal year.
- 33 b. A supplemental payment for all time previously not counted in
34 determining the amount of prior longevity payments, if any.
- 35 C. Longevity Overtime. Upon conversion, the regular rate add-on for longevity
36 will be calculated and paid retroactively for overtime worked in the previous
37 fiscal year. This amount will be included in the longevity payment. In 2000
38 only, the regular rate add-on for longevity will be calculated retroactively for
39 overtime worked on and between August 20, 2000 and September 30, 2000,
40 and will be paid with the longevity payment in the first full pay period in
41 October 2000.

Appendix I

**Letter of Understanding—HUMAN RESOURCES MANAGEMENT NETWORK
(HRMN)**

During negotiations in 2001 the parties reviewed changes in terminology that resulted from the implementation of the new payroll-personnel system, HRMN. The parties have elected to continue to use terminology that existed prior to the implementation of HRMN even though that same terminology is not utilized in HRMN. The parties agree that the HRMN terminology does not alter the meaning of the contract language unless specifically agreed otherwise.

An example of this are the terms “transfer, reassignment, and demotion” which are called “job change” in HRMN. The HRMN history record will show each of these transactions as a job change, however they will continue to have the same contractual meaning they had prior to the implementation of HRMN.

For the Union	For the Office of the State Employer
Cindy Kalinowski	Janine M. Winters

Appendix J

Letter of Understanding—ARTICLE 24

The following Rules for Network Use will be used by the parties in determining in and out-of-network benefits. In addition, the parties agree to set up a joint committee for the purpose of creating any additional guidelines and reviewing implementation. The committee will also be charged with identifying situations in which access to non-participating providers may be necessary and developing procedures to avoid balance billing in these situations.

The parties have also discussed the fact that there are some state employees who do not live in Michigan. The following are procedures in place for persons living or traveling outside Michigan:

Members who need medical care when away from Michigan can take advantage of the third party administrator’s national PPO program. There is a toll-free number for members to call in order to be directed to the nearest PPO provider. The member is not required to pay the physician or hospital at the time of service if he/she presents the PPO identification card to the network provider.

If a member is traveling he/she must seek services from a PPO provider. Failure to seek such services from a PPO provider will result in a member being treated as out-of-network unless the member was seeking services as the result of an emergency.

If a member resides out of state and seeks non-emergency services from a non-PPO provider, he/she will be treated as out-of-network. If there is not adequate access to a PPO provider, exceptions will be handled on a per case basis.

RULES FOR NETWORK USE

Effective October 12, 2014, see Appendix K-2 for member costs.

A member is considered to have access to the network based on the type of services required, if there are:

- Primary care -- two primary care physicians (PCP) within 15 miles;
- Specialty care -- two specialty care physicians (SCP) within 20 miles; and
- Hospital -- one hospital within 25 miles.

The distance between the member and provider is the center-point of one zip code to the center-point of the other.

SHP PPO Member costs associated within in-network or out-of-network use (for eligible employees hired prior to April 1, 2010 and covered by the SHP PPO)

	In-Network	Out-Of-Network
Deductible	\$200/Individual	\$500/Individual
	\$400/Family	\$1,000/Family
Effective 1-1-09	\$300/Individual	\$600/Individual
	\$600/Family	\$1,200/Family
Co-Payments	Office Visits \$10	Most Services 10%
Effective 10-1-08	Office Visits \$15	
	Services 0% Or 10%	(See 2. Below)
	Emergency 0%	
Effective 10-1-08	Emergency room visit	Emergency room visit
	\$50 co-pay if not admitted	\$50 co-pay if not admitted
\$50 co-pay if not admitted		
Preventive services	covered at 100%	not covered
	limited to \$1500 per	
	calendar year per	
	Person	
Out-of-pocket	\$1,000/individual	\$2,000/individual
maximum	\$2,000/family	\$4,000/family

NSHP PPO Member costs associated within in-network or out-of-network use (for eligible employees hired on or after April 1, 2010 and covered by the NSHP PPO)

	In-Network	Out-of-Network
Deductible	\$400/individual	\$800/individual
	\$800/family	\$1,600/family
Copayments	Office Visits \$20	Most services 20%
	Services 0% or 10%	
	Emergency \$200 co-	

Agreement Between
The State of Michigan and SEIU 517M, Scientific and Engineering Unit

	pay if not admitted	
Preventive Services	Covered at 100%	Not covered
Out-of-Pocket Maximum	\$1,500/individual	\$3,000/individual
	\$3,000/family	\$6,000/family

1. If a member has access to the network, the member receives benefits at the in-network level when a network provider is used. The member is responsible for the in-network deductible (if any) and co-payment (if any). If a network provider refers the member to an out-of-network SCP the member continues to pay in-network expenses.
2. If a member has access to the network, the member receives benefits at the out-of-network level when a non-network provider is used. The member is responsible for the out-of-network deductible (if any), and co-payment (if any).
 - If the non-network provider is a blues' participating provider, the provider will accept the blues' payment as payment in full. The member is responsible for the out-of-network deductible and co-payment. The member will not, however, be balance billed.
 - If the non-network provider is not a Blues' participating provider, the provider does not accept blues' payment as payment in full. The member is responsible for the out-of-network deductible and co-payment. The member may also be balance billed by the provider for all amounts in excess of the Blues' approved payment amount.
- When a member has access to the network and chooses to use an out-of-network provider, amounts paid toward the out-of-network deductible, co-payment or out-of-pocket maximum cannot be used to satisfy the in-network deductible, co-payments or out-of-pocket maximum.
3. If a member does not have access to the network as provided above, the member will be treated as in-network for all benefits. The member will be responsible for the in-network deductible (if any) and co-payment (if any).
4. If a member does not have access to the network but then additional providers join the network so that the member would now be considered in-network, the member will be notified and given a reasonable amount of time in which to seek care from an in-network provider. Care received from a non-network provider after that grace period will be considered out-of-network and the out-of-network deductibles, co-payments and out-of-pocket maximums will apply. If a member is undergoing a course of treatment at the time he becomes in-network, the in-network rules will continue for that course of treatment only pursuant to the PPO standard transition policy. Once the course of treatment has been finished, the member must use an in-network provider or be governed by the out-of-network rules.
- If a member is under a course of treatment on January 1, 2003 when the new State Health Plan is implemented, the member will be treated as in-network

1 until the course of treatment is concluded pursuant to the PPO standard
2 transition policy. After that, the level of benefits will be governed by the in/out-
3 of-network rules of the new State Health Plan.

4 **Appendix K**

5 **ARTICLE 24—STATE HEALTH PLAN PPO – BENEFIT CHART**

6 **Appendix K remains in effect until the first full pay period in October 2012**
7 **for employees hired prior to April 1, 2010 and covered by the State Health**
8 **Plan PPO. Effective the first full pay period in October 2012 Appendix K will**
9 **no longer be applicable.**

State Health Plan (PPO)		
	In-Network	Out-of-Network
Preventive Services - Limited to \$1500 per calendar year per person		
Health Maintenance Exam – includes chest X-ray, EKG and select lab procedures	Covered –100%, one per calendar year	Not covered
Annual Gynecological Exam	Covered –100%, one per calendar year	Not covered
Pap Smear Screening-laboratory services only	Covered –100%, one per calendar year	Not covered
Well-Baby and Child Care	Covered –100% -6 visits per year through age 1 -2 visits per year, age 2 through 3 -1 visit per year, age 4 through 15	Not covered
Immunizations (no age limit). Annual flu shot; Hepatitis C screening covered for those at risk	Covered – 100%	Not covered
Fecal Occult Blood Screening	Covered –100%, one per calendar year	Not covered
Flexible Sigmoidoscopy Exam Colonoscopy Exam	Covered – 100%	Not covered
Prostate Specific Antigen (PSA) Screening	Covered – 100%, one per calendar year	Not covered
PREVENTIVE SERVICES NOT SUBJECT TO MAXIMUM LIMIT		
Mammography Screening For Standard Film. Covers Digital Up To Standard Film Rate	Covered – 100%	Covered - 90% after deductible
	One per calendar year, no age restrictions	
Colonoscopy Exam (Effective Jan. 1, 2006)	Covered – 100%	Covered - 90% after deductible
	Beginning At Age 50; One Every 10 Years	
Childhood Immunizations (Effective Jan. 1, 2006)	Covered 100% For Children Through Age 16	Covered 90% After Deductible

10

1

Physician Office Services		
Office Visits Effective 10-1-08:	Covered - \$10 co-pay Covered - \$15 co-pay	Covered - 90% after deductible, must be medically necessary
Outpatient and Home Visits	Covered – 100% after deductible	Covered - 90% after deductible, must be medically necessary
Office Consultations Effective 10-1-08:	Covered - \$10 co-pay Covered - \$15 co-pay	Covered - 90% after deductible, must be medically necessary
Emergency Medical Care		
Hospital Emergency Room-approved diagnosis, prudent person rule Effective 10-1-08:	Covered - 100% for emergency medical illness or accidental injury Covered - 100%, after a \$50 co-pay if not admitted, for emergency medical illness or accidental injury	Covered - 100% for emergency medical illness or accidental injury Covered - 100%, after a \$50 co-pay if not admitted, for emergency medical illness or accidental injury
Ambulance Services - medically necessary for illness and injury	Covered – 100% after deductible	Covered - 100% after deductible
Diagnostic Services		
Laboratory and Pathology Tests	Covered – 100% after deductible	Covered - 90% after deductible
Diagnostic Tests and X-rays	Covered – 100% after deductible	Covered - 90% after deductible
Radiation Therapy	Covered – 100% after deductible	Covered - 90% after deductible
Maternity Services Provided by a Physician		
Pre-Natal and Post-Natal Care	Covered - 100% after deductible	Covered - 90% after deductible
	Includes care provided by a Certified Nurse Midwife	
Delivery and Nursery Care	Covered - 100% after deductible	Covered - 90% after deductible
	Includes delivery provided by a Certified Nurse Midwife	
Hospital Care		
Semi-Private Room, Inpatient Physician Care, General Nursing Care, Hospital Services and Supplies, and Blood Storage	Covered - 100% after deductible Unlimited Days	Covered - 90% after deductible Unlimited Days
Inpatient Consultations	Covered - 100% after deductible	Covered - 90% after deductible
Chemotherapy	Covered - 100% after deductible	Covered - 90% after deductible
Alternatives to Hospital Care		
Skilled Nursing Care	Covered - 100% after deductible	Covered – 90% after deductible
	120 days per confinement	

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Hospice Care	Covered - 100%	Covered - 100%
	Limited to the lifetime dollar max. which is adjusted annually by the state	
Home Health Care	Covered - 100% after deductible	Covered - 100% after deductible
	Unlimited visits	
Surgical Services		
Surgery - includes related surgical services	Covered - 100% after deductible	Covered - 90% after deductible
Voluntary Sterilization	Covered - 100% after deductible	Covered - 90% after deductible
Human Organ Transplants		
Specified Organ Transplants - in designated facilities only - when coordinated through the TPA	Covered - 100% after deductible in designated facilities only	Covered -100% after deductible in designated facilities only
	Up to \$1 million maximum per transplant type	
Bone Marrow - when coordinated through the TPA - specific criteria applies	Covered - 100% after deductible	Covered - 90% after deductible
Kidney, Cornea and Skin	Covered - 100% after deductible	Covered - 90% after deductible
Mental Health Care and Substance Abuse - Covered under non-BCBSM contract		
Inpatient Mental Health	100% up to 365 days per year. Partial Day Hospitalization at 2:1 ratio	50%, up to 365 days per year
Outpatient Mental Health Care	90% of network rates	50% of network rates
Inpatient Alcohol & Chemical Abuse Care	100% up to two 28-day admissions per calendar year, with 60 day interval. Intensive Outpatient Treatment at 2:1 ratio. Halfway House 100%	50% up to two 28-day admissions per calendar year, with 60 day interval. Intensive Outpatient Treatment at 2:1 ratio. Halfway House 50%
Outpatient Alcohol & Chemical Abuse	90% of network rates; Limit \$3,500/year chemical dependency only	50% of network rates Limit \$3,500/year chemical dependency only
Other Services		
Allergy Testing and Therapy	Covered - 100% after deductible	Covered - 90% after deductible
Rabies treatment after initial emergency room treatment	Covered - 100% after deductible	Covered - 90% after deductible
Chiropractic Spinal Manipulation Effective 10-1-08:	Covered - \$10 co-pay Covered - \$15 co-pay	Covered - 90% after deductible
	Up to 24 visits per calendar year	
Outpatient Physical, Speech and Occupational Therapy		
- Facility and Clinic	Covered - 100% after deductible	Covered - 100% after deductible

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- Physician's Office - excludes speech and occupational therapy	Covered - 100% after deductible	Covered - 90% after deductible
	Up to a combined maximum of 90 visits per calendar year	
Durable Medical Equipment	Covered 100%	Covered 80% Of Approved Charges
Prosthetic and Orthotic Appliances	Covered 100%	Covered 80% Of Approved Charges
Private Duty Nursing	Covered - 90% after deductible	Covered - 90% after deductible
Prescription Drugs	Covered under non-BCBSM contract	Covered under non-BCBSM contract
Hearing Care Program Effective 10-1-08:	\$10 office visits; more frequent than 36 months if standards met. \$15 office visits; more frequent than 36 months if standards met.	
Acupuncture Therapy Benefit – Under the supervision of a MD/DO	Covered – 90% after deductible (up to 20 visits annually)	Covered - 90% after deductible (up to 20 visits annually)
Weight Loss Benefit	Upon meeting conditions, eligible for a lifetime maximum reimbursement of \$300 for non-medical, weight reduction.	
Wig, wig stand, adhesives	Upon meeting medical conditions, eligible for a lifetime maximum reimbursement of \$300. (Additional wigs covered for children due to growth.)	
Deductible, Co-pays and Dollar Maximums		
Deductible	\$200 per member; \$400 per family	\$500 per member; \$1,000 per family
Effective 1-1-09:	\$300 per member; \$600 per family	\$600 per member; \$1,200 per family
Co-pays		
Fixed Dollar Co-pays - Do not apply toward deductible Effective 10-1-08:	\$10 for office visits/consultations, Chiropractic \$15 for office visits/consultations, Chiropractic	
- Percent Co-pays - MH/SA co-pays do not apply toward deductible - Services without a network are covered at the in-network level	10% for MHSA outpatient, and private duty nursing	10% for most services; MHSA at 50%
Annual Dollar Maximums		
- Fixed Dollar Co-pays - Do not apply toward out-of-pocket maximum	N/A	None
- Percent Co-pays - MH/SA and private duty nursing co-pays do not apply toward out-of-pocket maximum	\$1,000 per member; \$2,000 per family	\$2,000 per member; \$4,000 per family
Dollar Maximums	\$5 million lifetime per member for all covered services and as noted above for individual services	

1

APPENDIX K-1

2

Appendix K-1 remains in effect for eligible employees hired on or after April 1, 2010 and covered by the New State Health Plan PPO or New HMO Plan.

3

4

Preventive Services

	New State Health Plan PPO "NSHP – PPO" Benefits		New HMO Plan "NHMO" Benefits
	In-network	Out-of-network	
Health maintenance exam	Covered 100% 1 per year	Not Covered	Covered 100% after \$20 office visit co-payment
Annual gynecological exam	Covered 100% 1 per calendar year	Not Covered	Covered 100% after \$20 office visit co-payment
Pap smear screening – laboratory services only ¹	Covered 100% 1 per year	Not Covered	Covered 100% after \$20 office visit co-payment
Well-baby and child care	Covered 100%	Not Covered	Covered 100% after \$20 office visit co-payment
Immunizations, annual flu shot & Hepatitis C screening for those at risk	Covered 100%	Not Covered	Covered 100% after \$20 office visit co-payment
Childhood Immunizations	Covered 100% through age 16	Covered 80%	Covered 100%
Fecal occult blood screening ¹	Covered 100%	Not Covered	Covered 100% after \$20 office visit co-payment
Flexible sigmoidoscopy ¹	Covered 100%	Not Covered	Covered 100% after \$20 office visit co-payment
Prostate specific antigen screening ¹	Covered 100% one per year	Not Covered	Covered 100% after \$20 office visit co-payment

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Mammography, annual standard film mammography screening (covers digital mammography up to the standard film rate) ¹	Covered 100%	Covered 80% after deductible	Check with HMO
Colonoscopy ¹	Covered 100%	Covered 80% after deductible	Covered 100% after \$20 office visit co-payment

1 ¹ American Cancer Society guidelines apply

2 Physician Office Services

	New State Health Plan PPO “NSHP – PPO” Benefits		New HMO Plan “NHMO” Benefits
	In-network	Out-of-network	
Office visits, consultations and urgent care visits	Covered, \$20 co-pay, deductible not applicable	Covered 80% after deductible	\$20 co-pay
Outpatient and home visits	Covered 90% after deductible	Covered 80% after deductible	\$20 co-pay

3 Emergency Medical Care

	New State Health Plan PPO “NSHP – PPO” Benefits		New HMO Plan “NHMO” Benefits
	In-network	Out-of-network	
Hospital emergency room for medical emergency or accidental injury	\$200 co-pay if not admitted		\$200 co-pay if not admitted
Ambulance services – medically necessary	Covered 90% after deductible		Covered 100%

4 Diagnostic Services

	New State Health Plan PPO “NSHP – PPO” Benefits		New HMO Plan “NHMO” Benefits
	In-network	Out-of-network	
Laboratory and pathology tests	Covered 90% after deductible	Covered 80% after deductible	Covered 100%
Diagnostic tests and x-rays	Covered 90% after deductible	Covered 80% after deductible	Covered 100%

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Radiation therapy	Covered 90% after deductible	Covered 80% after deductible	Covered 100%
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1 **Maternity Services**

2 Includes care by a certified nurse midwife (New State Health Plan PPO only)

	New State Health Plan PPO “NSHP – PPO” Benefits		New HMO Plan “NHMO” Benefits
	In-network	Out-of-network	
Prenatal and postnatal care	Covered 90% after deductible	Covered 80% after deductible	Office Visit \$20 co-pay
Delivery and nursery care	Covered 90% after deductible	Covered 80% after deductible	Covered 100%

3 **Hospital Care**

	New State Health Plan PPO “NSHP – PPO” Benefits		New HMO Plan “NHMO” Benefits
	In-network	Out-of-network	
Semi-private room, inpatient physician care, general nursing care, hospital services and supplies	Covered 90% after deductible, unlimited days	Covered 80% after deductible, unlimited days	Covered 100% Unlimited days
Inpatient consultations	Covered 90% after deductible	Covered 80% after deductible	Covered 100%
Chemotherapy	Covered 90% after deductible	Covered 80% after deductible	Covered 100%

4 **Alternatives to Hospital Care**

	New State Health Plan PPO “NSHP – PPO” Benefits		New HMO Plan “NHMO” Benefits
	In-network	Out-of-network	
Skilled nursing care up to 120 days per confinement	Covered 90% after deductible		Covered 100%
Hospice care	Covered 100% Limited to the lifetime dollar maximum that is adjusted annually by the State		Covered 100%
Home health care	Covered 90% after deductible, unlimited visits		Check with your HMO

1 Surgical Services

	New State Health Plan PPO “NSHP – PPO” Benefits		New HMO Plan “NHMO” Benefits
	In-network	Out-of-network	
Surgery—includes related surgical services.	Covered 90% after deductible	Covered 80% after deductible	Covered 100%
Voluntary sterilization	Covered 90% after deductible	Covered 80% after deductible	Check with your HMO

2 Human Organ Transplants

	New State Health Plan PPO “NSHP – PPO” Benefits		New HMO Plan “NHMO” Benefits
	In-network	Out-of-network	
Liver, heart, lung, pancreas, and other specified organ transplants	Covered 100% In designated facilities only. Up to \$1 million lifetime maximum for each organ transplant		Covered 100% in designated facilities

3 Organ and Tissue Transplants

	New State Health Plan PPO “NSHP – PPO” Benefits		New HMO Plan “NHMO” Benefits
	In-network	Out-of-network	
Bone marrow—specific criteria apply	Covered 100% after deductible in designated facilities		Covered 100% in designated facilities
Kidney, cornea, and skin	Covered 90% after deductible in designated facilities	Covered 80% after deductible	Covered 100% subject to medical criteria

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1 **Other Services**

	New State Health Plan PPO “NSHP – PPO” Benefits		New HMO Plan “NHMO” Benefits
	In-network	Out-of-network	
Allergy testing and injections	Covered 90% after deductible	Covered 80% after deductible	Office visits: \$20 co-pay Injections: Covered 100%
Acupuncture	Covered 80% after deductible if performed by or under the supervision of a M.D. or D.O.		Check with your HMO
Rabies treatment after initial emergency room visit	Covered 90% after deductible	Covered 80% after deductible	Office visits: \$20 co-pay Injections: Covered 100%
Chiropractic/spinal manipulation	\$20 co-pay Up to 24 visits per calendar year	Covered 80% after deductible Up to 24 visits per calendar year	Check with your HMO

Other Services continued...

	New State Health Plan PPO “NSHP – PPO” Benefits		New HMO Plan “NHMO” Benefits
	In-network	Out-of-network	
Durable medical equipment -Support Program	Covered 100%	Covered 80% of approved amount	Covered
Prosthetic and orthotic appliances -Support Program	Covered 100%	Covered 80% of approved amount	Covered
Private duty nursing	Covered 80% after deductible		Covered
Wig, wig stand, adhesives	Upon meeting medical conditions, eligible for a lifetime maximum reimbursement of \$300. (Additional wigs covered for children due to growth).		Check with your HMO
Hearing Care Exam	\$20 co-pay for office visit	Covered 80% after deductible	Check with your HMO

1 Mental Health/Substance Abuse

	New State Health Plan PPO “NSHP – PPO” Benefits		New HMO Plan “NHMO” Benefits
	In-network	Out-of-network	
Mental Health Benefits - Inpatient	Covered 100% up to 365 days per year ²	Covered 50% up to 365 days per year	Check with your HMO
Mental Health Benefits - Outpatient	As necessary 90% of network rates 10% co-pay	As necessary 50% of network rates	Check with your HMO
Alcohol & Chemical Dependency Benefits - Inpatient	Covered 100% ³ Halfway House 100%	Covered 50% ⁴ Halfway House 50%	Check with your HMO
Alcohol & Chemical Dependency Benefits - Outpatient	\$3,500 per calendar year 90% of network rates 10% co-pay ⁴	\$3,500 per calendar year 50% of network rates	Check with your HMO

² Inpatient days may be utilized for partial day hospitalization (PHP) at 2:1 ratio. One inpatient day equals two PHP days.

³ Up to two 28-day admissions per year. There must be at least 60 days between admissions. Inpatient days may be utilized for intensive outpatient treatment (IOP) at 2:1 ratio. One inpatient day equals two IOP days.

⁴ \$3,500 per calendar year limitation pertains to services for chemical dependency only.

2 Prescription Drugs

3 Prescription medications for the New State Health Plan PPO are covered under the Participating
4 Pharmacy ID Card Plan administered by BCBSM.

5
6 Prescriptions filled at a participating pharmacy may only be approved for up to a 34-day supply.
7 Employees can still receive a 90-day supply by mail order.

8
9 To check the co-pay for drugs you may be taking, visit BCBSM website at
10 <http://www.bcbsm.com/som> or contact BCBSM at (800) 843-4876. The Preferred/Non-preferred
11 list of drugs is updated periodically as new drugs are added.

12
13 The chart below shows the NSHP and NHMO prescription drug member co-pays:
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Generic	Brand Name Preferred	Brand Name Non-Preferred
Retail \$10	Retail \$30	Retail \$60
Mail Order \$20	Mail Order \$60	Mail Order \$120

2

Outpatient Physical, Speech, and Occupational Therapy

3

Combined maximum of 90 visits per calendar year.

	New State Health Plan PPO “NSHP – PPO” Benefits		New HMO Plan “NHMO” Benefits
	In-network	Out-of-network	
Outpatient physical, speech and occupational therapy – facility and clinic services	Covered 90% after deductible	Covered 90% after deductible	Office visit: \$20 co-pay
Outpatient physical therapy – physician’s office	Covered 90% after deductible	Covered 80% after deductible	Office visit: \$20 co-pay

4

Deductible, Co-Pays, and Out-of-Pocket Dollar Maximums

	New State Health Plan PPO “NSHP – PPO” Benefits		New HMO Plan “NHMO” Benefits
	In-network	Out-of-network	
Deductible	\$400 per member \$800 per family	\$800 per member \$1,600 per family	None
Fixed dollar co-pays	\$20 for office visits, office consultations, urgent care visits, osteopathic manipulations, chiropractic manipulations and medical hearing exams. \$200 for emergency room visits, if not admitted	Not applicable	\$20 for office visits \$200 for emergency room visits, if not admitted
Coinsurance	10% for most services and 20% for private duty nursing and acupuncture	20% for most services. MHSA at 50%	None

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Annual out-of-pocket dollar maximums ⁵	\$1,500 per member \$3,000 per family	\$3,000 per member \$6,000 per family	None
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⁵ The out-of-pocket limit does not apply to deductibles, fixed dollar co-payments, or private duty nursing co-payments.

Premium Sharing

	New State Health Plan PPO "NSHP – PPO" Benefits		New HMO Plan "NHMO" Benefits	
	Employee	State	Employee	State
Premium	20%	80%	15% ⁶	85% ⁶

⁶ The State will pay up to 85% of the applicable NHMO total premium, capped at the dollar amount which the State pays for the same coverage code under the NSHP-PPO.

Appendix K-2

Effective October 12, 2014 this Appendix applies to all eligible employees regardless of the date of hire and replaces Appendix K and Appendix K-1.

Preventive Services

	State Health Plan PPO "SHP – PPO" Benefits		HMO Plan "HMO" Benefits
	In-network	Out-of-network	
Health maintenance exam	Covered 100% 1 per year	Not Covered	Covered 100%
Annual gynecological exam	Covered 100% 1 per calendar year	Not Covered	Covered 100%
Pap smear screening – laboratory services only ¹	Covered 100% 1 per year	Not Covered	Covered 100%
Well-baby and child care	Covered 100%	Not Covered	Covered 100%
Immunizations, annual flu shot & Hepatitis C screening for those at risk	Covered 100%	Not Covered	Covered 100%
Childhood Immunizations	Covered 100% through age 16	Covered 80%	Covered 100%
Fecal occult blood screening ¹	Covered 100%	Not Covered	Covered 100%
Flexible sigmoidoscopy ¹	Covered 100%	Not Covered	Covered 100%

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Prostate specific antigen screening ¹	Covered 100% one per year	Not Covered	Covered 100%
Mammography, annual standard film mammography screening (covers digital mammography up to the standard film rate) ¹	Covered 100%	Covered 80% after deductible	Covered 100%
Colonoscopy ¹	Covered 100%	Covered 80% after deductible	Covered 100%

¹ American Cancer Society guidelines apply

Physician Office Services

	State Health Plan PPO "SHP – PPO" Benefits		HMO Plan "HMO" Benefits
	In-network	Out-of-network	
Office visits, consultations and urgent care visits	Covered, \$20 co-pay	Covered 80% after deductible	Covered, \$20 co-pay
Outpatient and home visits	Covered 90% after deductible	Covered 80% after deductible	Covered, \$20 co-pay

Emergency Medical Care

	State Health Plan PPO "SHP – PPO" Benefits		HMO Plan "HMO" Benefits
	In-network	Out-of-network	
Hospital emergency room for medical emergency or accidental injury	Covered, \$200 co-pay if not admitted		Covered, \$200 co-pay if not admitted
Ambulance services – medically necessary	Covered, 90% after deductible		Covered, 100% after deductible

Diagnostic Services

	State Health Plan PPO "SHP – PPO" Benefits		HMO Plan "HMO" Benefits
	In-network	Out-of-network	
Laboratory and pathology tests	Covered 90% after deductible	Covered 80% after deductible	Covered 100%
Diagnostic tests and x-rays	Covered 90% after deductible	Covered 80% after deductible	Covered 100% after deductible
Radiation therapy	Covered 90% after deductible	Covered 80% after deductible	Covered 100% after deductible

Maternity Services

Includes care by a certified nurse midwife (State Health Plan PPO only)

	State Health Plan PPO "SHP – PPO" Benefits		HMO Plan "HMO" Benefits
	In-network	Out-of-network	
Prenatal care	Covered 100%	Covered 80% after deductible	Covered 100%
Postnatal care	Covered 90% after deductible	Covered 80% after deductible	Covered, \$20 co-pay

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Delivery and nursery care	Covered 90% after deductible	Covered 80% after deductible	Covered 100% after deductible
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Hospital Care	State Health Plan PPO “SHP – PPO” Benefits		HMO Plan “HMO” Benefits
	In-network	Out-of-network	
Semi-private room, inpatient physician care, general nursing care, hospital services and supplies	Covered 90% after deductible, unlimited days	Covered 80% after deductible, unlimited days	Covered 100% after deductible Unlimited days
Inpatient consultations	Covered 90% after deductible	Covered 80% after deductible	Covered 100% after deductible
Chemotherapy	Covered 90% after deductible	Covered 80% after deductible	Covered 100% after deductible

2

Alternatives to Hospital Care	State Health Plan PPO “SHP – PPO” Benefits		HMO Plan “HMO” Benefits
	In-network	Out-of-network	
Skilled nursing care up to 120 days per confinement	Covered 90% after deductible		Covered 100% after deductible
Hospice care	Covered 100% Limited to the lifetime dollar maximum that is adjusted annually by the State		Covered 100% after deductible
Home health care	Covered 90% after deductible, unlimited visits		Check with your HMO

3

Surgical Services	State Health Plan PPO “SHP – PPO” Benefits		HMO Plan “HMO” Benefits
	In-network	Out-of-network	
Surgery—includes related surgical services.	Covered 90% after deductible	Covered 80% after deductible	Covered 100% after deductible
Male Voluntary sterilization	Covered 90% after deductible	Covered 80% after deductible	Covered 100% after deductible
Female Voluntary sterilization	Covered 100%	Covered 80% after deductible	Covered 100%

4

Human Organ and Tissue Transplants	State Health Plan PPO “SHP – PPO” Benefits		HMO Plan “HMO” Benefits
	In-network	Out-of-network	
Liver, heart, lung, pancreas, and other specified organ transplants	Covered 100% In designated facilities only. Up to \$1 million lifetime maximum for each organ transplant		Covered 100% after deductible in designated facilities
Bone marrow—specific criteria apply	Covered 100% after deductible in designated facilities		Covered 100% after deductible in designated facilities

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Kidney, cornea, and skin	Covered 90% after deductible in designated facilities	Covered 80% after deductible	Covered 100% after deductible subject to medical criteria
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Other Services	State Health Plan PPO "SHP – PPO" Benefits		HMO Plan "HMO" Benefits
	In-network	Out-of-network	
Allergy testing and therapy (non-injection)	Covered 90% after deductible	Covered 80% after deductible	Covered, 100% after deductible.
Allergy injections	Covered 90% after deductible	Covered 80% after deductible	Covered 100%
Acupuncture	Covered 80% after deductible if performed by or under the supervision of a M.D. or D.O.		Check with your HMO
Rabies treatment after initial emergency room visit	Covered 90% after deductible	Covered 80% after deductible	Office visits: \$20 co-pay. Injections: Covered 100%
Autism-Spectrum Disorder Applied Behavioral Analysis (ABA) treatment	Covered 90% after deductible	Covered 80% after deductible	Covered, 100% after deductible
Chiropractic/spinal manipulation	Covered, \$20 co-pay Up to 24 visits per calendar year	Covered 80% after deductible Up to 24 visits per calendar year	Check with your HMO
Durable medical equipment	Covered 100%	Covered 80% of approved amount	Check with your HMO
Prosthetic and orthotic appliances	Covered 100%	Covered 80% of approved amount	Check with your HMO
Private duty nursing	Covered 80% after deductible		Check with your HMO
Wig, wig stand, adhesives	Upon meeting medical conditions, eligible for a lifetime maximum reimbursement of \$300. (Additional wigs covered for children due to growth).		Check with your HMO
Hearing Care Exam	Covered, \$20 co-pay	Covered 80% after deductible	Check with your HMO

2

Mental Health/Substance Abuse	State Health Plan PPO "SHP – PPO" Benefits		HMO Plan "HMO" Benefits
	In-network	Out-of-network	
Mental Health Benefits -Inpatient	Covered 100% up to 365 days per year ²	Covered 50% up to 365 days per year	Check with your HMO; Inpatient services subject to deductible.

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Mental Health Benefits – Outpatient	As necessary 90% of network rates 10% co-pay	As necessary 50% of network rates	Check with your HMO
Alcohol & Chemical Dependency Benefits – Inpatient	Covered 100% ³ Halfway House 100%	Covered 50% ⁴ Halfway House 50%	Check with your HMO; Inpatient services subject to deductible.
Alcohol & Chemical Dependency Benefits – Outpatient	\$3,500 per calendar year 90% of network rates 10% co-pay ⁴	\$3,500 per calendar year 50% of network rates	Check with your HMO

² Inpatient days may be utilized for partial day hospitalization (PHP) at 2:1 ratio. One inpatient day equals two PHP days.

³ Up to two 28-day admissions per year. There must be at least 60 days between admissions. Inpatient days may be utilized for intensive outpatient treatment (IOP) at 2:1 ratio. One inpatient day equals two IOP days.

⁴ \$3,500 per calendar year limitation pertains to services for chemical dependency only.

Prescription Drugs

Prescription medications for the State Health Plan PPO are carved out and administered by a Pharmacy Benefit Manager (PBM).

Prescriptions filled at a participating pharmacy may only be approved for up to a 34-day supply. Employees can still receive a 90-day supply by mail order.

To check the co-pay for drugs you may be taking, visit the Civil Service Commission Employee Benefits Division website at <http://www.michigan.gov/employeebenefits> and select Benefit Plan Administrators.

The chart below shows the SHP and HMO prescription drug member co-pays:

Generic	Brand Name Preferred	Brand Name Non-Preferred
Retail \$10	Retail \$30	Retail \$60
Mail Order \$20	Mail Order \$60	Mail Order \$120

**Outpatient Physical,
Speech, and
Occupational Therapy**
Combined maximum of 90 visits
per calendar year.

	State Health Plan PPO “SHP – PPO” Benefits		HMO Plan “HMO” Benefits
	In-network	Out-of-network	
Outpatient physical, speech and occupational therapy – facility and clinic services	Covered 90% after deductible	Covered 90% after deductible	Covered, \$20 co-pay
Outpatient physical therapy – physician’s office	Covered 90% after deductible	Covered 80% after deductible	Covered, \$20 co-pay

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Deductible, Co-Pays, and Out-of-Pocket Dollar Maximums	State Health Plan PPO "SHP – PPO" Benefits		HMO Plan "HMO" Benefits
	In-network	Out-of-network	
Deductible ⁵	\$400 per member \$800 per family	\$800 per member \$1,600 per family	\$125 per member \$250 per family
Fixed dollar co-pays	\$20 for office visits, office consultations, urgent care visits, osteopathic manipulations, chiropractic manipulations and medical hearing exams. \$200 for emergency room visits, if not admitted	Not applicable	\$20 for office visits \$200 for emergency room visits, if not admitted
Coinsurance	10% for most services and 20% for private duty nursing and acupuncture	20% for most services. MHSA at 50%	None
Annual out-of-pocket dollar maximums ⁶	\$2,000 per member and \$4,000 per family	\$3,000 per member \$6,000 per family	\$2,000 per member and \$4,000 per family

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⁵ Deductible amounts for the SHP – PPO are effective January 1, 2015 and renew annually on a calendar year basis. Deductible amounts for the HMOs are effective October 12, 2014 and renew annually each October with the start of the new plan year.

⁶ Beginning October 12, 2014, in-network deductibles, in-network fixed dollar co-payments and in-network co-insurance all apply toward the out-of-pocket annual limit. In addition, in HMOs, prescription drug co-payments also apply toward the annual out-of-pocket limit. Beginning with the October 2015 plan year, prescription drug co-payments in the SHP PPO also apply to the annual out-of-pocket limit.

Premium Sharing	State Health Plan PPO "SHP – PPO" Benefits		HMO Plan "HMO" Benefits	
	Employee	State	Employee	State
Premium	20%	80%	15%	85% ⁷

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⁷ The State will pay up to 85% of the applicable HMO total premium, capped at the dollar amount which the State pays for the same coverage code under the SHP-PPO.

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